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ABSTRACT

Volume 2 of the final report of the ROTC/Army Career Commitment Model consists of copies of questionnaires, answer sheets, and codebooks related to the research study described in Volume 1. It contains copies of three Career Attitude Surveys (High School Student Questionnaire, College Student Questionnaire, and Army Officer Questionnaire); three answer sheets (high school student, college student, and Army officer); and three codebooks (high school, college, and Army officer data). (EA)

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DEVELOPMENT OF A ROTC/ARMY CAREER COMMITMENT MODEL

ED122105

FINAL REPORT

VOLUME II

(APPENDICES)

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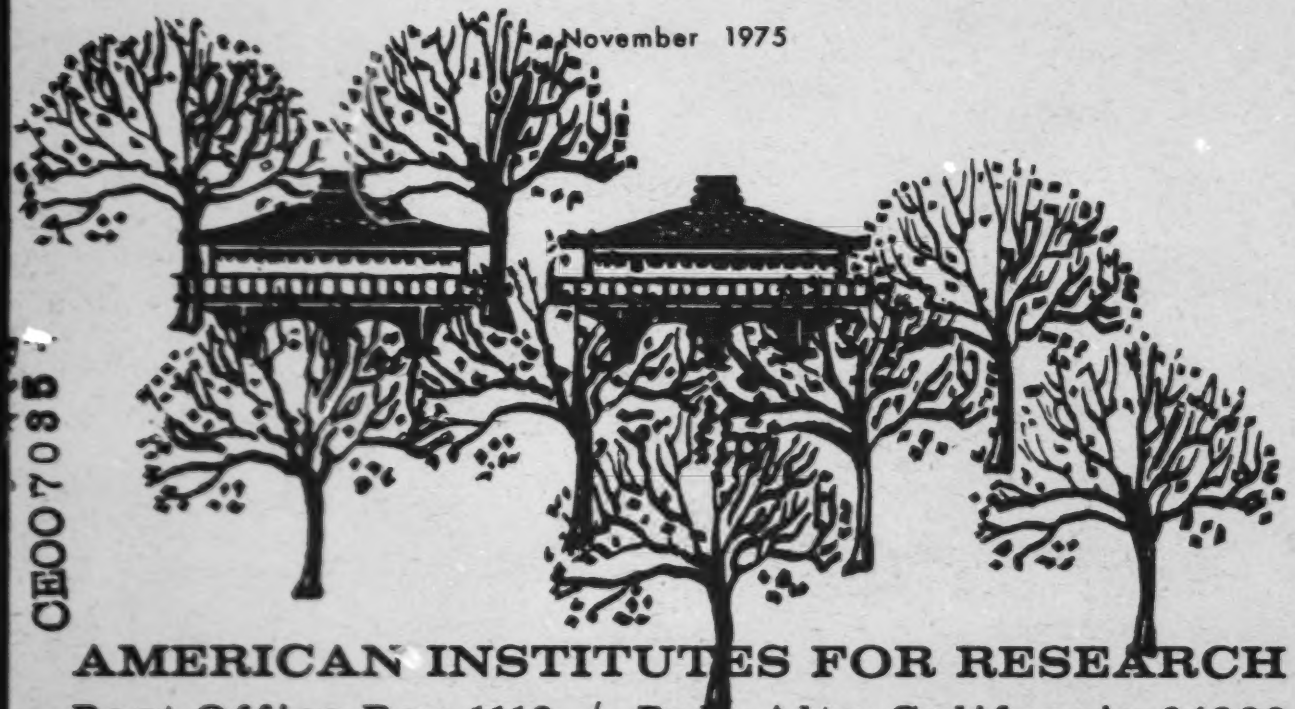
November 1975



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AIR

DEVELOPMENT OF A ROTC/ARMY CAREER COMMITMENT MODEL

FINAL REPORT
VOLUME II
(APPENDICES)

J. J. Card
B. E. Goodstadt
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November, 1975

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A QUESTIONNAIRE FOR
HIGH SCHOOL SENIORS

C A R E E R
A T T I T U D E
S U R V E Y

AMERICAN INSTITUTES FOR REASEARCH PALO ALTO, CALIFORNIA

AIR AMERICAN INSTITUTES FOR RESEARCH

P.O. Box 1113 • Palo Alto, California 94302 • (415) 493-3550 • Cable: AIRESEARCH

Dear High School Student:

You have been randomly selected to be part of a nationwide research project involving 6,000 high school students, college students, and young Army officers.

The research is being conducted by the American Institutes for Research (AIR), a non-profit research organization, for the Army Research Institute for the Behavioral and Social Sciences. Its purpose is to develop and test a career commitment model describing the high school senior through young adult years of career development. While the model will specifically address the Reserve Officer Training Corps (ROTC) route to becoming an Army officer, more general findings regarding the career evolution process should emerge. Thus the model will describe the stages in the development of career commitment, career-related decisions that are being made at each stage, and various influences on career-related decisions that are being made at each stage. The study is also interested in documenting young peoples' attitudes towards ROTC and the Army.

The questionnaire is divided into seven sections. There are no 'right' or 'wrong' answers. The responses are your perceptions, your experiences, and your feelings. All responses to the questionnaire are strictly confidential and will be seen and used solely by AIR research staff. You do not have to identify yourself on the questionnaire. A final report will be published but will include only group findings. In no case will responses from specific individuals be made public.

It should take approximately 40 minutes for you to complete the questionnaire. Note that a separate ANSWER SHEET has been provided. PLEASE RECORD ALL YOUR ANSWERS AND COMMENTS ON THE ANSWER SHEET. DO NOT WRITE ANYTHING ON THE QUESTIONNAIRE ITSELF. Please be sure to answer every item.

Thank you for your cooperation.

P.S. It is hard to overstress the importance of <u>your</u> responses to the validity of this survey. Unless you, and other respondents in your position, answer the questionnaire items thoughtfully and completely, we cannot find meaningful answers to the career-related questions we are raising. We therefore hope you will give the questionnaire up to an hour of your time, and we thank you again for your cooperation.

J. J. Card
David E. Bloom
Lou Mangione
The AIR Project Staff

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Section I: BACKGROUND INFORMATION--This section is designed to gather background information of the type usually found in census surveys.

A. Name (optional)

B. Sex

1. Male
2. Female

REMEMBER: DO NOT WRITE ON THIS QUESTIONNAIRE!

-- USE ANSWER SHEET --

C. Age _____

D. Racial/ethnic background

1. White
2. Black/Afro-American/Negro
3. Chicano/Mexican-American/Spanish-American
4. American Indian
5. Oriental
6. Other

E. Where did you spend the majority of your elementary school and high school years?

1. New England (Maine, New Hampshire, Massachusetts, Connecticut, Rhode Island, Vermont)
2. Middle Atlantic (New York, New Jersey, Pennsylvania)
3. East North Central (Ohio, Indiana, Illinois, Michigan, Wisconsin)
4. West North Central (Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas)
5. Mountain (Montana, Idaho, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada)
6. Pacific (Washington, Oregon, California, Alaska, Hawaii)
7. South Atlantic (Delaware, Maryland, District of Columbia, Virginia, West Virginia, South Carolina, North Carolina, Georgia, Florida)
8. East South Central (Kentucky, Tennessee, Alabama, Mississippi)
9. West South Central (Arkansas, Louisiana, Oklahoma, Texas)
10. Didn't grow up in the United States
11. Moved around too much to consider myself from any one region

F. Type of community in which you spent the majority of your elementary school and high school years

1. Rural
2. A small city or town (under 50,000)
3. A medium-size city (50,000-250,000)
4. A suburb near a large city
5. A large city (over 250,000)

G. Parents' combined annual income (If you are not sure, an approximation will do.)

1. Under $5,000 per year
2. $5,000 to $9,999 per year
3. $10,000 to $14,999 per year
4. $15,000 to $19,999 per year
5. $20,000 to $24,999 per year
6. $25,000 to $29,999 per year
7. $30,000 or over per year

H. Father's education

1. 8th grade or less
2. Some high school
3. Graduated high school
4. Some college
5. Graduated college
6. Advanced degree

I. Mother's education

1. 8th grade or less
2. Some high school
3. Graduated high school
4. Some college
5. Graduated college
6. Advanced degree

J. Which of the following best describes your father's main occupation? (If your father is retired, answer with his occupation at the time of his retirement; if he has been unemployed for less than six months, answer with his most recent occupation; if he is deceased, answer with his occupation when still living.)

1. Unskilled worker, requiring little training, e.g., fruit picker, domestic servant
2. Skilled blue-collar worker, requiring training or experience, e.g., coal miner, assembly line worker, print press operator, auto mechanic
3. Clerical or store sales worker
4. Manager, supervisor, or foreman (supervising fewer than 5 employees)
5. Owner of small business or small farm (with fewer than 5 paid employees)
6. Manager, supervisor, or foreman (supervising 5 or more employees)
7. Technical or professional worker, e.g., doctor, computer salesman, stock broker, engineer.
8. Owner of large business or large farm (with 5 or more paid employees)
9. Unemployed for more than 6 months
10. Don't know or does not apply

K. Which of the following best describes your mother's main occupation? (If your mother is retired, answer with her occupation at the time of her retirement; if she has been unemployed for less than six months, answer with her most recent occupation; if she is deceased, answer with her occupation when still living.)

1. Unskilled worker, requiring little training, e.g., fruit picker, domestic servant
2. Skilled blue-collar worker, requiring training or experience, e.g., coal miner, assembly line worker, print press operator, auto mechanic
3. Clerical or store sales worker
4. Manager, supervisor, or foreman (supervising fewer than 5 employees)
5. Owner of small business or small farm (with fewer than 5 paid employees)
6. Manager, supervisor, or foreman (supervising 5 or more employees)
7. Technical or professional worker, e.g., doctor, computer salesman, stock broker, engineer
8. Owner of large business or large farm (with 5 or more paid employees)
9. Housewife
10. Unemployed for more than 6 months
11. Don't know or does not apply

L. Religious upbringing

1. Catholic
2. Protestant
3. Jewish
4. Other
5. None

M. Was your father born in the United States?

1. Yes
2. No

N. Was your mother born in the United States?

1. Yes
2. No

O. Information about siblings

O-a. How many brothers do you have? _____

O-b. Of these, how many are older than you? _____

O-c. How many sisters do you have? _____

O-d. Of these, how many are older than you? _____

P. What is your marital status?

1. Single
2. Engaged
3. Married
4. Separated/Divorced
5. Widowed

Q. What is (was) your father's military experience?

1. None
2. An Army officer
3. An Army enlisted man
4. An Air Force officer
5. An Air Force enlisted man
6. A Navy officer
7. A Navy enlisted man
8. Other military officer
9. Other military enlisted man

R. How long was your father in the military?

1. Not at all
2. Less than 5 years
3. 5-10 years
4. 10-15 years
5. Over 15 years

S. Are (or were) any of the following people in Reserve Officer Training Corps (ROTC) or in a military academy? Answer 1 for Yes, 2 for No or Don't Know.

	Yes	No/Don't Know
S-a. Any brother or sister	1	2
S-b. Any cousins	1	2
S-c. Any aunts or uncles	1	2
S-d. Any grandparents	1	2
S-e. Any good friends	1	2

T. Are (or were) any of the following people in the military? Answer 1 for Yes, 2 for No or Don't Know.

	Yes	No/Don't Know
T-a. Any brother or sister	1	2
T-b. Any cousins	1	2
T-c. Any aunts or uncles	1	2
T-d. Any grandparents	1	2
T-e. Any good friends	1	2

U. Were there military families living in the neighborhood(s) in which you grew up?

1. Yes
2. No

V. Do you <u>now</u> have any casual or social contacts with military people?

1. Yes
2. No

W. How many different communities did you live in while you were growing up?

1. 1-2
2. 3-5
3. 6 or more

X. Are your parents divorced or separated?

1. Yes
2. No

Y. How large a role did (do) the following people play in guiding your educational or career plans? Answer with the following codes:

1 A very large role
2 A large role
3 A small role
4 A very small role
5 No role at all

	Very large role				No role at all
Y-a. Your father	1	2	3	4	5
Y-b. Your mother	1	2	3	4	5
Y-c. Other relatives	1	2	3	4	5
Y-d. Teacher(s)	1	2	3	4	5
Y-e. Counselor(s)	1	2	3	4	5

Z. Please describe your political position as compared to that of most Americans of your age.

1. Very liberal
2. Rather liberal
3. Neither liberal nor conservative
4. Rather conservative
5. Very conservative
6. I strongly believe my position cannot be represented on the above scale
7. I am not interested in politics

AA. In your opinion how do the majority of your friends view the military?

1. Predominantly negative
2. Slightly negative
3. Don't know
4. Slightly positive
5. Predominantly positive

BB. How do you think the majority of your friends would rate an Army officer career?

1. They would attribute very low status to it
2. They would attribute moderately low status to it
3. Don't know
4. They would attribute moderately high status to it
5. They would attribute very high status to it

CC. How do you think your parents view the military?

1. Predominantly negative
2. Slightly negative
3. Don't know
4. Slightly positive
5. Predominantly positive

DD. How do you think your parents would rate an Army officer career?

1. They would attribute very low status to it
2. They would attribute moderately low status to it
3. Don't know
4. They would attribute moderately high status to it
5. They would attribute very high status to it

Section II: SCHOOL LIFE--The items in this section deal with your interests, abilities, and achievements relative to your life as a student.

A. What is your approximate grade average in high school?

1. A- to A (90% or above)
2. B- to B+ (80-89%)
3. C- to C+ (70-79%)
4. D- to D+ (60-69%)
5. Lower than D- (lower than 60%)

B. Does your high school have a Junior ROTC program?

1. Yes, it does, and I am a member
2. Yes, it does, but I am not a member
3. No, it does not
4. I don't know

C. Have you participated in extra-curricular activities in high school? (e.g., Junior ROTC, band, sports, Honor Society)

1. Yes, in more than one activity
2. Yes, in one activity
3. No

D. How would you rate your own abilities in the following academic areas? Use the following answer codes: (1) Exceptional, (2) Above average, (3) Average, (4) Below average, (5) Poor.

		Exceptional				Poor
D-a.	Physical sciences	1	2	3	4	5
D-b.	Social sciences	1	2	3	4	5
D-c.	Mathematics	1	2	3	4	5
D-d.	English	1	2	3	4	5
D-e.	Fine arts	1	2	3	4	5
D-f.	Physical education	1	2	3	4	5

E. How would you rate your interests in these same areas? Use the following answer codes: (1) Very high, (2) High, (3) Neutral, (4) Low, (5) Very low.

	Very high				Very low
E-a. Physical sciences	1	2	3	4	5
E-b. Social sciences	1	2	3	4	5
E-c. Mathematics	1	2	3	4	5
E-d. English	1	2	3	4	5
E-e. Fine arts	1	2	3	4	5
E-f. Physical education	1	2	3	4	5

F. What is the highest educational level you hope to obtain?

1. High school graduate
2. Some college
3. Associate of Arts or certificate
4. Bachelor (A.B., B.S., or other)
5. Master (M.A., M.S., or other)
6. Ph.D. or Ed.D., M.D., Law, D.D.S., Divinity, or other professional degree

Section III: JOB PLANS AND ASPIRATIONS--The items in this section deal with your plans regarding the job(s) you wish to hold in the future.

A. Which do you think will be of greater importance to you in the future: your job or your family?

1. My job, definitely
2. My job, probably
3. They would be of equal importance
4. My family, probably
5. My family, definitely

B. Which do you think will be of greater importance to you in the future: the nature of the work you are doing, or the quality and reputation of the organization for which you work?

1. Nature of work, definitely
2. Nature of work, probably
3. They would be of equal importance
4. Organization, probably
5. Organization, definitely

C. What salary do you expect to be making 15 years out of high school?

1. Under $5,000 per year
2. $5,000 to $9,999 per year
3. $10,000 to $14,999 per year
4. $15,000 to $19,999 per year
5. $20,000 to $24,999 per year
6. $25,000 to $29,999 per year
7. $30,000 per year or over

D. Following is a list of 15 career groups whose members may share similar interests, abilities, training, and aptitudes.

1. Engineering, Physical Science, Mathematics, Architecture
2. Medical and Biological Sciences
3. Business Administration
4. General Teaching and Social Service
5. Humanities, Law, Social and Behavioral Sciences
6. Fine Arts, Performing Arts
7. Technical Jobs
8. Proprietors, Sales
9. Mechanics, Industrial Trades
10. Construction Trades
11. Secretarial-Clerical, Office Workers
12. General Labor, Community and Public Service
13. Military Officer
14. Housewife
15. Other

D-a. Which of the above 15 career clusters are you most likely to end up in? (Answer with the number associated with your chosen career) ____

D-b. Which of the above careers are you next most likely to end up in? ____

D-c. Which of the above careers are you third most likely to end up in? ____

E. The factors in the list below have been uncovered by previous researchers as being some of the possible components of job satisfaction. Please rate each factor according to its importance to you, by means of the following codes:

1 Extremely important to my future job satisfaction
2 Somewhat important
3 Uncertain; neither important nor unimportant
4 Not too important
5 Not important at all

		Extremely Important				Not important at all
E-a.	Salary	1	2	3	4	5
E-b.	Amount of prestige associated with the job	1	2	3	4	5
E-c.	Amount of personal responsibility	1	2	3	4	5
E-d.	Opportunity to work with interesting people	1	2	3	4	5
E-e.	Use of previously developed skills in a specialized field	1	2	3	4	5
E-f.	Opportunity to make a lasting contribution to society	1	2	3	4	5
E-g.	Geographic desirability of the job location	1	2	3	4	5
E-h.	Opportunity to obtain additional formal schooling	1	2	3	4	5
E-i.	Opportunity for a stable home life and involvement in the community	1	2	3	4	5
E-j.	Chance to be a leader	1	2	3	4	5
E-k.	Amount of personal freedom in expression of opinions on and off the job	1	2	3	4	5
E-l.	Chance for adventure and a variety of duties	1	2	3	4	5
E-m.	Job security	1	2	3	4	5
E-n.	Opportunity to help others	1	2	3	4	5
E-o.	Opportunities for continued self improvement and development	1	2	3	4	5
E-p.	Quality of supervisor(s)	1	2	3	4	5
E-q.	Interesting, challenging work	1	2	3	4	5
E-r.	Feedback about how well one is doing on the job	1	2	3	4	5
E-s.	Importance of one's work to the organization	1	2	3	4	5
E-t.	Contentment of spouse and family with job	1	2	3	4	5
E-u.	Opportunity to advance within the organization	1	2	3	4	5

F. Do you know what kind of work you want to do in the years after you leave school?

1. Yes, definitely
2. Yes, probably
3. Yes, possibly
4. No, not really
5. No, not at all

G. How well developed are your job plans?

1. Very well developed
2. Somewhat developed
3. Not too developed
4. Not developed at all

Section IV: ROTC AND MILITARY-RELATED QUESTIONS--This section contains items concerning your beliefs, experiences, and intentions with regard to ROTC and the Army.

A. Following are some statements that express various beliefs about ROTC. On your answer sheet please note the extent to which you agree or disagree with each statement by means of the following codes:

1 I strongly agree with the statement
2 I mildly agree with the statement
3 Undecided; don't know
4 I mildly disagree with the statement
5 I strongly disagree with the statement

There are no right or wrong answers here. The way you truly feel is the right answer for you.

		Strongly agree				Strongly disagree
A-a.	ROTC helps students develop self-discipline of mind and body.	1	2	3	4	5
A-b.	Cadets have a poor image among some people.	1	2	3	4	5
A-c.	ROTC is excellent training for an Army officer position.	1	2	3	4	5
A-d.	ROTC cadets are easy to get along with.	1	2	3	4	5
A-e.	Military service helps one fulfill a patriotic duty.	1	2	3	4	5
A-f.	Someone close to me (girlfriend/boyfriend, spouse, parent) does not (would not) like my being in ROTC.	1	2	3	4	5
A-g.	ROTC provides challenges for the individual.	1	2	3	4	5
A-h.	ROTC instructors are easy to get along with.	1	2	3	4	5
A-i.	Joining ROTC satisfies (would satisfy) the desires of my parents and/or other relatives.	1	2	3	4	5
A-j.	Drill is not relevant to being a good officer.	1	2	3	4	5
A-k.	Being a member of ROTC is a great way to earn money while going to college.	1	2	3	4	5
A-l.	Joining ROTC helps one postpone decisions about what to do after college.	1	2	3	4	5

(This question continued next page)

(Question A, continued)

		Strongly agree				Strongly disagree
A-m.	ROTC instructors are competent.	1	2	3	4	5
A-n.	ROTC helps one get a better civilian job than one could otherwise obtain.	1	2	3	4	5
A-o.	ROTC leads to a military commitment that is too long.	1	2	3	4	5
A-p.	ROTC helps students develop an awareness of personal goals and values.	1	2	3	4	5
A-q.	The ROTC curriculum/materials are of good quality.	1	2	3	4	5
A-r.	ROTC requires too much time while in school.	1	2	3	4	5
A-s.	ROTC helps one develop job-related skills and interests.	1	2	3	4	5
A-t.	ROTC provides a means for having a good time before settling down.	1	2	3	4	5
A-u.	ROTC involves too much mickey-mouse and too many irrelevant details.	1	2	3	4	5
A-v.	ROTC helps students gain experience and ability as a leader.	1	2	3	4	5
A-w.	ROTC cadets are competent.	1	2	3	4	5
A-x.	Joining ROTC is a good way to have a job guaranteed upon graduation.	1	2	3	4	5
A-y.	Discipline is overemphasized in ROTC.	1	2	3	4	5
A-z.	ROTC provides an accurate picture of Army life.	1	2	3	4	5

B. Following are some statements that express various beliefs about the Army. On your answer sheet please note the extent to which you agree or disagree with each statement by means of the following codes:

1 I strongly agree with the statement
2 I mildly agree with the statement
3 Undecided; don't know
4 I mildly disagree with the statement
5 I strongly disagree with the statement

Once again, please note that there are no right or wrong answers. The way you truly feel is the right answer for you.

(This question continued next page)

(Question B, continued)

		Strongly agree				Strongly disagree
B-a.	The Army does not give its people enough freedom in their personal lives.	1	2	3	4	5
B-b.	The training one gets in the Army is useful in civilian life.	1	2	3	4	5
B-c.	Discipline is inconsistently applied in the Army.	1	2	3	4	5
B-d.	Living arrangements are better in the Army than in civilian life.	1	2	3	4	5
B-e.	The Army helps give many people a sense of direction.	1	2	3	4	5
B-f.	Army people contribute to their country more than civilians.	1	2	3	4	5
B-g.	I am not interested in military life for myself.	1	2	3	4	5
B-h.	I am impressed by the quality of officers in the Army.	1	2	3	4	5
B-i.	The Army helps its people develop self-discipline of mind and body.	1	2	3	4	5
B-j.	One encounters greater prejudice in the Army than in civilian life.	1	2	3	4	5
B-k.	It is hard to make really good friends in the Army.	1	2	3	4	5
B-l.	The fringe benefits of an Army job are hard to beat in civilian jobs.	1	2	3	4	5
B-m.	Because of constant mobility, it is hard to lead a normal family life in the Army.	1	2	3	4	5
B-n.	The Army officer is held in high respect by the general public.	1	2	3	4	5
B-o.	The opportunity to travel is one of the rewarding aspects of Army life.	1	2	3	4	5
B-p.	Discipline is overemphasized in the Army.	1	2	3	4	5
B-q.	The Army officer is held in high respect by the majority of my friends.	1	2	3	4	5
B-r.	Army officers typically get along well with their supervisors.	1	2	3	4	5

(This question continued next page)

(Question B, continued)

		Strongly agree				Strongly disagree
B-s.	It is hard to get satisfactory privacy in the Army.	1	2	3	4	5
B-t.	One can have a rewarding social life on an Army base.	1	2	3	4	5
B-u.	There is something immoral about being part of the military.	1	2	3	4	5
B-v.	Recreation and entertainment are better in the Army than in civilian life.	1	2	3	4	5
B-w.	It is hard to take orders from supervisors.	1	2	3	4	5
B-x.	In general, people in the Army do more for their country than civilians.	1	2	3	4	5
B-y.	The Army does not give its people enough freedom on the job.	1	2	3	4	5
B-z.	In the Army everyone must be alike.	1	2	3	4	5
B-aa.	Army officers' only contact with their subordinates is giving them orders.	1	2	3	4	5
B-bb.	Close friendships are not made easily in the Army.	1	2	3	4	5

C. How likely are you to make a career of the Army?

1. Highly improbable
2. Improbable
3. Possible
4. Probable
5. Highly probable

D. Do you intend to join ROTC next year?

1. Yes, definitely
2. Yes, maybe
3. Undecided
4. Maybe not
5. Definitely not
6. Not applicable, I do not intend to go to college next year
7. I did not even know what ROTC was until today

E. If Yes or Undecided, how much are you looking forward to joining ROTC?

1. Very much
2. Much
3. Uncertain
4. Not too much
5. Not much at all
6. Not applicable, I do not intend to join ROTC

Section V: PERSONAL VALUES--The items in this section attempt to find out which things in life you consider important to you.

A. We all hold deep within us certain values that guide our actions and goals. Fourteen of these are given and described below. Your task is to select the three values in the list below that are most important to you and the three values in the list that are least important to you. There are no right or wrong answers. Whatever you truly feel is the right answer for you.

A-a. Most important value to you _____

A-b. Second most important value to you _____

A-c. Third most important value to you _____

A-d. Least important value to you _____

A-e. Second least important value to you _____

A-f. Third least important value to you _____

1. Being treated with understanding; receiving encouragement (Support)
2. Doing what is socially correct; following regulations closely (Conformity)
3. Being looked up to and admired; being considered important (Recognition)
4. Being free to make one's own decisions, to do whatever one wants to do in the way one chooses to do it (Independence)
5. Doing things for and sharing things with other people; helping the unfortunate (Benevolence)
6. Being in charge of other people, having authority over others, being in a position of leadership or power (Leadership)
7. Loving and being devoted to one's country, valuing one's country and its cultural values highly (Patriotism)
8. Seeking beauty and harmony, being concerned with grace and symmetry finding fulfillment in artistic experiences (Aestheticism)
9. Valuing unity and salvation (Religiousness)
10. Being different from other people, being unlike everyone else (Need for Uniqueness)
11. Believing in equality of opportunity, responsibility, and political, economic and legal rights (Equalitarianism)
12. Believing in the necessity for obedience and respect for authority (Acceptance of Authority)
13. Valuing truth and the pursuit of truth, aiming to order and systematize knowledge (Intellectualism)
14. Doing that which is useful, being interested in practical affairs, judging things by their tangible utility (Pragmaticism)

Section VI: OPINION SURVEY--The items in this section are concerned with your opinion about (1) how an organization should be run; (2) how much influence people have over their own lives; (3) the proper structure of military life.

Following are 29 statements. Indicate the extent to which you agree or disagree with each statement by means of the following codes:

1 I strongly agree with the statement
2 I mildly agree with the statement
3 Undecided
4 I mildly disagree with the statement
5 I strongly disagree with the statement

There are no right or wrong answers. The way you truly feel is the right answer for you.

		Strongly agree				Strongly disagree
A.	In a good organization, a person's future career will be pretty well planned out for him.	1	2	3	4	5
B.	Relationships within an organization should be based on position or level, not on personal considerations	1	2	3	4	5
C.	In dealing with others, rules and regulations should be followed exactly.	1	2	3	4	5
D.	A person's expressions of feeling about his organization should conform to those of his fellows.	1	2	3	4	5
E.	A person's first real loyalty within the organization should be to his superior.	1	2	3	4	5
F.	Formality, based on rank or position, should be maintained by members of an organization.	1	2	3	4	5
G.	A person should avoid taking any action that might be subject to criticism.	1	2	3	4	5
H.	Length of service in an organization should be given almost as much recognition as level of performance.	1	2	3	4	5
I.	Doing work that you like is not as important as feeling financially secure.	1	2	3	4	5
J.	Most of the time you can change what might happen tomorrow by what you can do today.	1	2	3	4	5

		Strongly agree				Strongly disagree
K.	When bad things are going to happen, they are going to happen, no matter what you try to do to stop them.	1	2	3	4	5
L.	What happens to me is my own doing.	1	2	3	4	5
M.	When I make plans, I am almost certain that I can make them work.	1	2	3	4	5
N.	In my case, getting what I want has little or nothing to do with luck.	1	2	3	4	5
O.	Many times I feel that I have little influence over the things that happen to me.	1	2	3	4	5
P.	With everything so uncertain these days, it almost seems as though anything could happen.	1	2	3	4	5
Q.	Everything changes so quickly these days that I often have trouble deciding which are the right rules to follow.	1	2	3	4	5
R.	The trouble with the world today is that most people don't really believe in anything.	1	2	3	4	5
S.	I often feel awkward and out of place.	1	2	3	4	5
T.	It seems to me that other people find it easier to decide what is right than I do.	1	2	3	4	5
U.	The good feeling that goes with fulfilling one's duty to one's country is reason enough for choosing an Army career.	1	2	3	4	5
V.	It is natural for the human being to look to a leader for guidance.	1	2	3	4	5
W.	Rank should have its privileges.	1	2	3	4	5
X.	A leader must know more than his followers, in order to hold their respect.	1	2	3	4	5
Y.	In general, people in the Army are not expected to work as hard as people in a civilian job.	1	2	3	4	5
Z.	The Army is wrong in placing great emphasis on good appearance.	1	2	3	4	5
AA.	Financial security is more important than having a job you like.	1	2	3	4	5
BB.	Few civilian jobs can match the advantages the Army offers the career officer.	1	2	3	4	5
CC.	A person should conform completely to rules and regulations.	1	2	3	4	5

Section VII: COLLEGE-RELATED DECISIONS--This section deals with the factors affecting your decision to go to college.

A. Are you going to college next year?

1. Yes, definitely
2. Yes, probably
3. Yes, possibly
4. No

If yes, answer items B through G If no, answer H, on page 22

B. Do you know which college you will be going to?

1. Yes
2. No

C. Does the college you will attend have an ROTC program?

1. Yes
2. Don't know
3. No

D. How eager are you to go to college?

1. Very eager
2. Somewhat eager
3. Undecided
4. Not too eager
5. Not eager at all

E. How important are the following in motivating you to go to college? Rate each item's importance to you according to the following codes:

1 Extremely important in my decision to go to college
2 Of major importance
3 Of minor importance
4 Of no importance

(This question continued on next page)

(Question E, continued)

		Extremely Important			No importance
E-a.	Satisfy the desires of parents and/or other relatives	1	2	3	4
E-b.	All one's friends going to college	1	2	3	4
E-c.	Societal pressure to get a college degree	1	2	3	4
E-d.	General self-improvement and fulfillment	1	2	3	4
E-e.	To develop the skills, abilities, and credentials required for future careers	1	2	3	4
E-f.	To discover self-awareness, or identity, and build a personal philosophy	1	2	3	4
E-g.	To develop lasting friendships, social interactions, and extracurricular activities	1	2	3	4
E-h.	To pursue knowledge and ideas	1	2	3	4
E-i.	To postpone having to make important life decisions	1	2	3	4
E-j.	For enhanced societal status and prestige	1	2	3	4
E-k.	To get away from home	1	2	3	4

F. What is your intended major?

1. A physical science
2. A social science
3. Mathematics
4. English
5. Fine arts
6. Physical education
7. Engineering
8. Agriculture
9. Other
10. Don't know

G. When will you make a choice regarding your major (if already decided, when did you make this choice)?

1. Grade school
2. Early high school
3. Late high school
4. Summer before entering college
5. Freshman year in college
6. Sophomore year in college
7. Junior year in college
8. Senior year in college

You are done! Thank you for your cooperation.

H. Following are possible reasons for deciding not to go to college. Rate to what extent each reason influenced your decision not to go to college next year according to the following codes:

1 Definitely a reason why I don't intend to go to college next year
2 Partially a reason
3 Not really a reason
4 Not a reason at all

		Definitely a reason			Not a reason
H-a.	Family financial responsibilities	1	2	3	4
H-b.	Satisfy the desires of parents and/or other relatives	1	2	3	4
H-c.	Few of one's friends going to college	1	2	3	4
H-d.	College is too tough academically	1	2	3	4
H-e.	Want to experience work first, at least for a while	1	2	3	4
H-f.	College does not teach one the skills he/she needs to survive in this world	1	2	3	4
H-g.	Not really know yet what I want to do with my life	1	2	3	4
H-h.	Not enough money to go to college	1	2	3	4
H-i.	Want to "drop-out," at least for a while	1	2	3	4

You are done! Thank you for your cooperation.

A QUESTIONNAIRE FOR
COLLEGE STUDENTS

C A R E E R
A T T I T U D E
S U R V E Y

AMERICAN INSTITUTUES FOR RESEARCH PALO ALTO, CALIFORNIA

AIR AMERICAN INSTITUTES FOR RESEARCH

P.O. Box 1113 • Palo Alto, California 94302 • (415) 493-3550 • Cable: AIRESEARCH

Dear College Student:

You have been randomly selected to be part of a nationwide research project involving 6,000 high school students, college students, and young Army officers.

The research is being conducted by the American Institutes for Research (AIR), a non-profit research organization, for the Army Research Institute for the Behavioral and Social Sciences. Its purpose is to try to develop and test a career commitment model describing the high school senior through young adult years of career development. While the model will specifically address the Reserve Officer Training Corps (ROTC) route to becoming an Army officer, more general findings regarding the career evolution process should emerge. Thus the model will describe the stages in the development of career commitment, career-related decisions that are being made at each stage, and various influences on career-related decisions. The study is also interested in documenting young peoples' attitudes towards ROTC and the Army.

The questionnaire is divided into seven sections. Except for one section on specific knowledge of the ROTC program and the Army, there are no 'right' or 'wrong' answers. The responses are your perceptions, your experiences, and your feelings. All responses to the questionnaire are strictly confidential and will be seen and used solely by AIR research staff. You do not have to identify yourself on the questionnaire. A final report will be published but will include only group findings. In no case will responses from specific individuals be made public.

It should take approximately 40 minutes for you to complete the questionnaire. Please be sure to answer every item. Note that a separate ANSWER SHEET has been provided. PLEASE RECORD ALL YOUR ANSWERS AND COMMENTS ON THE ANSWER SHEET. DO NOT WRITE ANYTHING ON THE QUESTIONNAIRE ITSELF.

Thank you for your cooperation.

P.S. It is hard to overstress the importance of <u>your</u> responses to the validity of this survey. Unless you, and other respondents in your position, answer the questionnaire items thoughtfully and completely, we cannot find meaningful answers to the career-related questions we are raising. We therefore hope you will give the questionnaire up to an hour of your time, and we thank you again for your cooperation.

J. J. Card

David E. Bloom

Dan Mangione

The AIR Project Staff

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Section I: BACKGROUND INFORMATION--This section is designed to gather background information of the type usually found in census surveys.

A. Year in school

1. Freshman
2. Sophomore
3. Junior
4. Senior
5. Other

REMEMBER: DO NOT WRITE ON THIS QUESTIONNAIRE!

-- USE ANSWER SHEET --

B. Sex

1. Male
2. Female

C. Age _____

D. Racial/ethnic background

1. White
2. Black/Afro-American/Negro
3. Chicano/Mexican-American/Spanish-American
4. American Indian
5. Oriental
6. Other

E. Where did you spend the majority of your elementary school and high school years?

1. New England (Maine, New Hampshire, Massachusetts, Connecticut, Rhode Island, Vermont)
2. Middle Atlantic (New York, New Jersey, Pennsylvania)
3. East North Central (Ohio, Indiana, Illinois, Michigan, Wisconsin)
4. West North Central (Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas)
5. Mountain (Montana, Idaho, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada)
6. Pacific (Washington, Oregon, California, Alaska, Hawaii)
7. South Atlantic (Delaware, Maryland, District of Columbia, Virginia, West Virginia, South Carolina, North Carolina, Georgia, Florida)
8. East South Central (Kentucky, Tennessee, Alabama, Mississippi)
9. West South Central (Arkansas, Louisiana, Oklahoma, Texas)
10. Didn't grow up in United States
11. Moved around too much to consider myself from one region

F. Type of community in which you spent the majority of your elementary school and high school years

1. Rural
2. A small city or town (under 50,000)
3. A medium-size city (50,000-250,000)
4. A suburb near a large city
5. A large city (over 250,000)

G. Parents' combined annual income (If you are not sure, an approximation will do.)

1. Under $5,000 per year
2. $5,000 to $9,999 per year
3. $10,000 to $14,999 per year
4. $15,000 to $19,999 per year
5. $20,000 to $24,999 per year
6. $25,000 to $29,999 per year
7. $30,000 or over per year

H. Father's education

1. 8th grade or less
2. Some high school
3. Graduated high school
4. Some college
5. Graduated college
6. Advanced degree

I. Mother's education

1. 8th grade or less
2. Some high school
3. Graduated high school
4. Some college
5. Graduated college
6. Advanced degree

J. Which of the following best describes your father's main occupation? (If your father is retired, answer with his occupation at the time of his retirement; if he has been unemployed for less than six months, answer with his most recent occupation; if he is deceased, answer with his occupation when still living.)

1. Unskilled worker, requiring little training, e.g., fruit picker, domestic servant
2. Skilled blue-collar worker, requiring training or experience, e.g., coal miner, assembly line worker, print press operator, auto mechanic
3. Clerical or store sales worker
4. Manager, supervisor, or foreman (supervising fewer than 5 employees)
5. Owner of small business or small farm (with fewer than 5 paid employees)
6. Manager, supervisor, or foreman (supervising 5 or more employees)
7. Technical or professional worker, e.g., doctor, computer salesman, stock broker, engineer
8. Owner of large business or large farm (with 5 or more paid employees)
9. Unemployed for more than 6 months
10. Don't know or does not apply

K. Which of the following best describes your mother's main occupation? (If your mother is retired, answer with her occupation at the time of her retirement; if she has been unemployed for less than six months, answer with her most recent occupation; if she is deceased, answer with her occupation when still living.)

1. Unskilled worker, requiring little training, e.g., fruit picker, domestic servant
2. Skilled blue-collar worker, requiring training or experience, e.g., coal miner, assembly line worker, print press operator, auto mechanic
3. Clerical or store sales worker
4. Manager, supervisor, or foreman (supervising fewer than 5 employees)
5. Owner of small business or small farm (with fewer than 5 paid employees)
6. Manager, supervisor, or foreman (supervising 5 or more employees)
7. Technical or professional worker, e.g., doctor, computer salesman, stock broker, engineer
8. Owner of large business or large farm (with 5 or more paid employees)
9. Housewife
10. Unemployed for more than 6 months
11. Don't know or does not apply

L. Religious upbringing

1. Catholic
2. Protestant
3. Jewish
4. Other
5. None

M. Was your father born in the United States?

1. Yes
2. No

N. Was your mother born in the United States?

1. Yes
2. No

O. Information about siblings

O-a. How many brothers do you have? _____
O-b. Of these, how many are older than you? _____
O-c. How many sisters do you have? _____
O-d. Of these, how many are older than you? _____

P. What is your marital status?

1. Single
2. Engaged
3. Married
4. Separated/Divorced
5. Widowed

If you are (or were) married,

P-a. In what year did you marry? _____
P-b. How many children do you have? _____

Q. What is (was) your father's military experience?

1. None
2. An Army officer
3. An Army enlisted man
4. An Air Force officer
5. An Air Force enlisted man
6. A Navy officer
7. A Navy enlisted man
8. Other military officer
9. Other military enlisted man

R. How long was your father in the military?

1. Not at all
2. Less than 5 years
3. 5-10 years
4. 10-15 years
5. Over 15 years

S. Are (or were) any of the following people in Reserve Officer Training Corps (ROTC) or in a military academy? Answer 1 for Yes, 2 for No or Don't Know.

	Yes	No/Don't Know
S-a. Any brother or sister	1	2
S-b. Any cousins	1	2
S-c. Any aunts or uncles	1	2
S-d. Any grandparents	1	2
S-e. Any good friends	1	2

T. Are (or were) any of the following people in the military? Answer 1 for Yes, 2 for No or Don't Know.

	Yes	No/Don't Know
T-a. Any brother or sister	1	2
T-b. Any cousins	1	2
T-c. Any aunts or uncles	1	2
T-d. Any grandparents	1	2
T-e. Any good friends	1	2

U. Were there military families living in the neighborhood(s) in which you grew up?

1. Yes
2. No

V. Do you <u>now</u> have any casual or social contacts with military people?

1. Yes
2. No.

W. How many different communities did you live in while you were growing up?

1. 1-2
2. 3-5
3. 6 or more

X. Are your parents divorced or separated?

1. Yes
2. No

Y. How large a role did (do) the following people play in guiding your educational or career plans? Answer with the following codes:

1 A very large role
2 A large role
3 A small role
4 A very small role
5 No role at all

		Very large role				No role at all
Y-a.	Your father	1	2	3	4	5
Y-b.	Your mother	1	2	3	4	5
Y-c.	Other relatives	1	2	3	4	5
Y-d.	Teacher(s)	1	2	3	4	5
Y-e.	Counselor(s)	1	2	3	4	5

Z. Please describe your political position as compared to that of most Americans of your age.

1. Very liberal
2. Rather liberal
3. Neither liberal nor conservative
4. Rather conservative
5. Very conservative
6. I strongly believe my position cannot be represented on the above scale
7. I am not interested in politics

AA. In your opinion how do the majority of your friends view the military?

1. Predominantly negative
2. Slightly negative
3. Don't know
4. Slightly positive
5. Predominantly positive

BB. How do you think the majority of your friends would rate an Army officer career?

1. They would attribute very low status to it
2. They would attribute moderately low status to it
3. Don't know
4. They would attribute moderately high status to it
5. They would attribute very high status to it

CC. How do you think your parents view the military?

1. Predominantly negative
2. Slightly negative
3. Don't know
4. Slightly positive
5. Predominantly positive

DD. How do you think your parents would rate an Army officer career?

1. They would attribute very low status to it
2. They would attribute moderately low status to it
3. Don't know
4. They would attribute moderately high status to it
5. They would attribute very high status to it

EE. Have you personally had prior military experience?

1. No
2. No, but I served as a Conscientious Objector in some alternative civilian service.
3. Yes, in the Army (I was drafted)
4. Yes, in the Army (I volunteered)
5. Yes, in the Navy
6. Yes, in the Air Force
7. Yes, in some other military service
8. Yes, but only in a Reserve capacity

FF. How long were you in the military?

1. Not applicable, I was never in the military
2. Less than 5 years
3. 5-10 years
4. 10-15 years
5. Over 15 years

Section II: SCHOOL LIFE--The items in this section deal with your interests, abilities, and achievements relative to your life as a student.

A. What was your approximate grade average in high school?

1. A- to A (90% or above)
2. B- to B+ (80-89%)
3. C- to C+ (70-79%)
4. D- to D+ (60-69%)
5. Lower than D- (lower than 60%)

B. Did your high school have a Junior ROTC program?

1. Yes, it did, and I was a member
2. Yes, it did, but I was not a member
3. No, it did not
4. I don't know

C. Did you participate in extra-curricular activities while in high school? (e.g., Junior ROTC, band, sports, Honor Society)

1. Yes, in more than one activity
2. Yes, in one activity
3. No

D. What has your approximate grade average been since entering college?

1. A- to A (90% or above)
2. B- to B+ (80-89%)
3. C- to C+ (70-79%)
4. D- to D+ (60-69%)
5. Lower than D- (lower than 60%)
6. I am a freshman and have not gotten any grades yet

E. Do you have (or have you had) a college scholarship?

1. Yes, an ROTC scholarship
2. Yes, some other type of scholarship
3. Yes, both an ROTC and some other type of scholarship
4. No

F. Which of the following extra-curricular activities are you a member of? (Freshmen: Which of the following extra-curricular activities are you planning to join?) For each activity write a 1 on your answer sheet if you are a member (or plan to join); write 2 if you are not; write 3 if the activity is not available at your college.

		Member	Not a member	Not available at the college I attend
F-a.	Social fraternity or sorority	1	2	3
F-b.	ROTC	1	2	3
F-c.	A campus religious group	1	2	3
F-d.	Service-oriented group or club	1	2	3
F-e.	A campus political party	1	2	3
F-f.	A professional society	1	2	3
F-g.	Student government	1	2	3
F-h.	Athletic team	1	2	3

G. How would you rate your own abilities in the following academic areas? Use the following answer codes: (1) Exceptional, (2) Above average, (3) Average, (4) Below average, (5) Poor.

	Exceptional				Poor
G-a. Physical sciences	1	2	3	4	5
G-b. Social sciences	1	2	3	4	5
G-c. Mathematics	1	2	3	4	5
G-d. English	1	2	3	4	5
G-e. Fine arts	1	2	3	4	5
G-f. Physical education	1	2	3	4	5

H. How would you rate your interests in these same areas? Use the following answer codes: (1) Very high, (2) High, (3) Neutral, (4) Low, (5) Very low.

	Very high				Very low
H-a. Physical sciences	1	2	3	4	5
H-b. Social sciences	1	2	3	4	5
H-c. Mathematics	1	2	3	4	5
H-d. English	1	2	3	4	5
H-e. Fine arts	1	2	3	4	5
H-f. Physical education	1	2	3	4	5

I. What is the highest educational level you hope to obtain?

1. Some college
2. Associate of Arts or certificate
3. Bachelor (A.B., B.S., or other)
4. Master (M.A., M.S., or other)
5. Ph.D., or Ed.D., M.D., Law, D.D.S., Divinity, or other professional degree

J. What is your major (actual or intended)?

1. A physical science
2. A social science
3. Mathematics
4. English
5. Fine arts
6. Physical education
7. Engineering
8. Agriculture
9. Other
10. Don't know

K. When was this choice of major made (or when do you think it will be made)?

1. Grade school
2. Early high school
3. Late high school
4. Summer before entering college
5. Freshman year in college
6. Sophomore year in college
7. Junior year in college
8. Senior year in college

Section III: JOB PLANS AND ASPIRATIONS--The items in this section deal with your plans regarding the job(s) you wish to hold in the future.

A. Which do you think will be of greater importance to you in the future: your job or your family?

1. My job, definitely
2. My job, probably
3. They would be of equal importance
4. My family, probably
5. My family, definitely

B. Which do you think will be of greater importance to you in the future: the nature of the work you are doing, or the quality and reputation of the organization for which you work?

1. Nature of work, definitely
2. Nature of work, probably
3. They would be of equal importance
4. Organization, probably
5. Organization, definitely

C. What salary do you expect to be making 10 years out of college?

1. Under $5,000 per year
2. $5,000 to $9,999 per year
3. $10,000 to $14,999 per year
4. $15,000 to $19,999 per year
5. $20,000 to $24,999 per year
6. $25,000 to $29,999 per year
7. $30,000 or over per year

D. Following is a list of 15 career groups whose members may share similar interests, abilities, training, and aptitudes.

1. Engineering, Physical Science, Mathematics, Architecture
2. Medical and Biological Sciences
3. Business Administration
4. General Teaching and Social Service
5. Humanities, Law, Social and Behavioral Sciences
6. Fine Arts, Performing Arts
7. Technical Jobs
8. Proprietors, Sales
9. Mechanics, Industrial Trades
10. Construction Trades
11. Secretarial-Clerical, Office Workers
12. General Labor, Community and Public Service
13. Military Officer
14. Housewife
15. Other

D-a. Which of the above 15 career clusters are you most likely to end up in? (Answer with the number associated with your chosen career)

_____

D-b. Which of the above careers are you next most likely to end up in?_____

D-c. Which of the above careers are you third most likely to end up in?_____

E. The factors in the list below have been uncovered by previous researchers as being some of the possible components of job satisfaction. Please assign two ratings to each factor according to the following rules:

(1) Rate each factor according to its <u>importance to you</u>, personally, by means of the following codes:

1. Extremely important to my (future) job satisfaction
2. Somewhat important
3. Uncertain; neither important nor unimportant
4. Not too important
5. Not important at all

(2) Rate each factor for its <u>potential for satisfaction</u> in the Army. That is, assume you were an Army officer. How satisfactory would your job be on each of the factors in the list? Use the following answer codes:

1. Very satisfactory
2. Somewhat satisfactory
3. Neutral
4. Somewhat unsatisfactory
5. Very unsatisfactory

Job Factors		(1) Importance Rating					(2) Army Potential Satisfaction Rating				
		Extremely important				Not important at all	Very satisfactory				Very unsatisfactory
E-a.	Salary	1	2	3	4	5	1	2	3	4	5
E-b.	Amount of prestige associated with the job	1	2	3	4	5	1	2	3	4	5
E-c.	Amount of personal responsibility	1	2	3	4	5	1	2	3	4	5
E-d.	Opportunity to work with interesting people	1	2	3	4	5	1	2	3	4	5
E-e.	Use of previously developed skills in a specialized field	1	2	3	4	5	1	2	3	4	5
E-f.	Opportunity to make a lasting contribution to society	1	2	3	4	5	1	2	3	4	5
E-g.	Geographic desirability of the job location	1	2	3	4	5	1	2	3	4	5
E-h.	Opportunity to obtain additional formal schooling	1	2	3	4	5	1	2	3	4	5
E-i.	Opportunity for a stable home life and involvement in the community	1	2	3	4	5	1	2	3	4	5

(This question continued next page)

(Question E, continued)

		Extremely important				Not important at all	Very satisfactory				Very unsatisfactory
E-j.	Chance to be a leader	1	2	3	4	5	1	2	3	4	5
E-k.	Amount of personal freedom in expression of opinions on and off the job	1	2	3	4	5	1	2	3	4	5
E-l.	Chance for adventure and a variety of duties	1	2	3	4	5	1	2	3	4	5
E-m.	Job security	1	2	3	4	5	1	2	3	4	5
E-n.	Opportunity to help others	1	2	3	4	5	1	2	3	4	5
E-o.	Opportunities for continued self improvement and development	1	2	3	4	5	1	2	3	4	5
E-p.	Quality of supervisor(s)	1	2	3	4	5	1	2	3	4	5
E-q.	Interesting, challenging work	1	2	3	4	5	1	2	3	4	5
E-r.	Feedback about how well one is doing on the job	1	2	3	4	5	1	2	3	4	5
E-s.	Importance of one's work to the organization	1	2	3	4	5	1	2	3	4	5
E-t.	Contentment of spouse and family with job	1	2	3	4	5	1	2	3	4	5
E-u.	Opportunity to advance within the organization	1	2	3	4	5	1	2	3	4	5

Section IV: ROTC AND MILITARY-RELATED QUESTIONS--This section contains items concerning your knowledge, beliefs, experiences, and intentions with regard to ROTC and the Army.

A. Following are some factual statements about (a) a U. S. Army ROTC program on a typical college campus; (b) the U. S. Army Officer Corps. On your answer sheets, please mark each statement 1 for "True" and 2 for "False". If you are not certain what the right answer is, mark the statement closest to what you feel the answer may be.

		True	False
A-a.	Graduating from ROTC means that you have to serve four years of active duty in the Army.	1	2
A-b.	ROTC pays all cadets $100 per month during the freshman and sophomore years of college.	1	2
A-c.	ROTC is available for both men and women.	1	2
A-d.	ROTC scholarships are available for each college year.	1	2
A-e.	It is possible to join the last two years of ROTC without attending the first two.	1	2
A-f.	ROTC requires attending a summer camp each year of college.	1	2
A-g.	Some ROTC graduates fulfill most of their Army obligation in the reserves.	1	2
A-h.	The starting base pay for an Army officer is over $700 per month.	1	2
A-i.	All officers must serve at least 4 years active duty.	1	2
A-j.	Officers can retire after 15 years duty at one-half of their pay.	1	2
A-k.	Postgraduate schooling for officers is completely financed by the Army.	1	2
A-l.	All officers must serve in the infantry for at least one year.	1	2
A-m.	After an obligated duty period, officers may resign from the Army at any time.	1	2
A-n.	Officers receive 3 weeks paid vacation per year.	1	2

B. Following are some statements that express various beliefs about ROTC. On your answer sheet please note the extent to which you agree or disagree with each statement by means of the following answer codes:

1 I strongly agree with the statement
2 I mildly agree with the statement
3 Undecided; don't know
4 I mildly disagree with the statement
5 I strongly disagree with the statement

Unlike the previous section, there are no right or wrong answers here. The way you truly feel is the right answer for you.

		Strongly agree				Strongly disagree
B-a.	ROTC helps students develop self-discipline of mind and body.	1	2	3	4	5
B-b.	Cadets have a poor image among some people.	1	2	3	4	5
B-c.	ROTC is excellent training for an Army officer position.	1	2	3	4	5
B-d.	ROTC cadets are easy to get along with.	1	2	3	4	5
B-e.	Military service helps one fulfill a patriotic duty.	1	2	3	4	5
B-f.	Someone close to me (girlfriend/boyfriend, spouse, parent) does not (would not) like my being in ROTC.	1	2	3	4	5
B-g.	ROTC provides challenges for the individual.	1	2	3	4	5
B-h.	ROTC instructors are easy to get along with.	1	2	3	4	5
B-i.	Joining ROTC satisfies (would satisfy) the desires of my parents and/or other relatives.	1	2	3	4	5
B-j.	Drill is not relevant to being a good officer.	1	2	3	4	5
B-k.	Being a member of ROTC is a great way to earn money while going to college.	1	2	3	4	5
B-l.	Joining ROTC helps one postpone decisions about what to do after college.	1	2	3	4	5
B-m.	ROTC instructors are competent.	1	2	3	4	5
B-n.	ROTC helps one get a better civilian job than one could otherwise obtain.	1	2	3	4	5

(This question continued next page)

(Question B, continued)

		Strongly agree				Strongly disagree
B-o.	ROTC leads to a military commitment that is too long.	1	2	3	4	5
B-p.	ROTC helps students develop an awareness of personal goals and values.	1	2	3	4	5
B-q.	The ROTC curriculum/materials are of good quality.	1	2	3	4	5
B-r.	ROTC requires too much time while in school.	1	2	3	4	5
B-s.	ROTC helps one develop job-related skills and interests.	1	2	3	4	5
B-t.	ROTC provides a means for having a good time before settling down.	1	2	3	4	5
B-u.	ROTC involves too much mickey-mouse and too many irrelevant details.	1	2	3	4	5
B-v.	ROTC helps students gain experience and ability as a leader.	1	2	3	4	5
B-w.	ROTC cadets are competent.	1	2	3	4	5
B-x.	Joining ROTC is a good way to have a job guaranteed upon graduation.	1	2	3	4	5
B-y.	Discipline is overemphasized in ROTC.	1	2	3	4	5
B-z.	ROTC provides an accurate picture of Army life.	1	2	3	4	5

C. Following are some statements that express various beliefs about the Army. On your answer sheet please note the extent to which you agree or disagree with each statement by means of the following codes:

1 I strongly agree with the statement
2 I mildly agree with the statement
3 Undecided; don't know
4 I mildly disagree with the statement
5 I strongly disagree with the statement

Once again, please note that there are no right or wrong answers. The way you truly feel is the right answer for you.

(This question continued next page)

(Question C, continued)

		Strongly agree				Strongly disagree
C-a.	The Army does not give its people enough freedom in their personal lives.	1	2	3	4	5
C-b.	The training one gets in the Army is useful in civilian life.	1	2	3	4	5
C-c.	Discipline is inconsistently applied in the Army.	1	2	3	4	5
C-d.	Living arrangements are better in the Army than in civilian life.	1	2	3	4	5
C-e.	The Army helps give many people a sense of direction.	1	2	3	4	5
C-f.	Army people contribute to their country more than civilians.	1	2	3	4	5
C-g.	I am not interested in military life for myself.	1	2	3	4	5
C-h.	I am impressed by the quality of officers in the Army.	1	2	3	4	5
C-i.	The Army helps its people develop self-discipline of mind and body.	1	2	3	4	5
C-j.	One encounters greater prejudice in the Army than in civilian life.	1	2	3	4	5
C-k.	It is hard to make really good friends in the Army.	1	2	3	4	5
C-l.	The fringe benefits of an Army job are hard to beat in civilian jobs.	1	2	3	4	5
C-m.	Because of constant mobility, it is hard to lead a normal family life in the Army.	1	2	3	4	5
C-n.	The Army officer is held in high respect by the general public.	1	2	3	4	5
C-o.	The opportunity to travel is one of the rewarding aspects of Army life.	1	2	3	4	5
C-p.	Discipline is overemphasized in the Army.	1	2	3	4	5
C-q.	The Army officer is held in high respect by the majority of my friends.	1	2	3	4	5
C-r.	Army officers typically get along well with their supervisors.	1	2	3	4	5

(This question continued next page)

(Question C, continued)

		Strongly agree				Strongly disagree
C-s.	It is hard to get satisfactory privacy in the Army.	1	2	3	4	5
C-t.	One can have a rewarding social life on an Army base.	1	2	3	4	5
C-u.	There is something immoral about being part of the military.	1	2	3	4	5
C-v.	Recreation and entertainment are better in the Army than in civilian life.	1	2	3	4	5
C-w.	It is hard to take orders from supervisors.	1	2	3	4	5
C-x.	In general, people in the Army do more for their country than civilians.	1	2	3	4	5
C-y.	The Army does not give its people enough freedom on the job.	1	2	3	4	5
C-z.	In the Army everyone must be alike.	1	2	3	4	5
C-aa.	Army officers' only contact with their subordinates is giving them orders.	1	2	3	4	5
C-bb.	Close friendships are not made easily in the Army.	1	2	3	4	5

D. How likely are you to make a career of the Army?

1. Highly improbable
2. Improbable
3. Possible
4. Probable
5. Highly probable

E. Were you ever a member of Army ROTC?

1. Yes, I am currently a member
2. Yes, but I dropped out
3. No, but I once gave goining serious consideration
4. No, but I once gave joining casual consideration
5. No, I never considered joining at all
6. No, I did not ever know what ROTC was until today

If you are <u>not</u> currently a member of ROTC skip over items F to V and proceed immediately to Section V on page 22.

ROTC cadets, please answer all items.

F. What year of ROTC are you presently in?

1. MS I
2. MS II
3. MS III
4. MS IV

G. Do you have an ROTC scholarship?

1. No
2. Yes, a four-year scholarship
3. Yes, a three-year scholarship
4. Yes, a two-year scholarship
5. Yes, a one-year scholarship

H. When did you decide to join ROTC?

1. Grade school
2. Early high school
3. Late high school
4. Summer before entering college
5. Freshman year in college
6. Sophomore year in college

I. Why did you join ROTC?

From the 14 possible reasons listed below, select the three that were the most important influence on your decision.

I-a. Most important influence on you_____

I-b. Second most important influence on you_____

I-c. Third most important influence on you_____

1. Your parents
2. Brother(s), sister(s)
3. Other relatives
4. Counselor(s)
5. Friend(s)
6. Financial benefits
7. Training opportunities
8. Job security after graduation
9. Commission for Army career
10. Interest in military history
11. Patriotism
12. Easy elective/extra-curricular activity
13. Adventure
14. Other (please specify)

J. How satisfied are you with your performance in the ROTC program?

1. Very satisfied
2. Somewhat satisfied
3. Uncertain
4. Somewhat dissatisfied
5. Very dissatisfied

K. What average grade have you gotten in your ROTC courses?

1. A- to A (90% or above)
2. B- to B+ (80-89%)
3. C- to C+ (70-79%)
4. D- to D+ (60-69%)
5. Lower than D- (lower than 60%)

L. Do you intend to continue in ROTC next year?

1. Yes, definitely
2. Yes, maybe
3. Undecided
4. Maybe not
5. Definitely not
6. Not applicable; I am a Senior

M. How much are you looking forward to continuing ROTC next year?

1. Very much
2. Much
3. Uncertain
4. Not too much
5. Not much at all
6. Not applicable; I am a Senior

N. Do you intend to remain in ROTC through the end of your senior year?

1. Yes, definitely
2. Yes, maybe
3. Undecided
4. Maybe not
5. Definitely not

O. Which type of Army service are you planning for after college?

1. Regular Army, definitely
2. Leaning towards Regular Army
3. Active Duty Reserve, definitely
4. Leaning towards Active Duty Reserve
5. Active Duty Training, definitely
6. Leaning towards Active Duty Training
7. Undecided; don't know
8. I don't intend to serve in the Army

P. Which branch of the Army do you intend to join?

1. Adjutant General's Corps
2. Air Defense Artillery
3. Armor
4. Chemical Corps
5. Corps of Engineers
6. Field Artillery
7. Finance Corps
8. Infantry
9. Medical Service Corps
10. Military Intelligence
11. Military Police Corps
12. Ordnance
13. Quartermaster Corps
14. Signal Corps
15. Transportation Corps
16. Other

Q. Do you intend to make a career of the Army?

1. Yes, definitely
2. Yes, probably
3. Undecided
4. No, probably not
5. No, definitely not

R. How much are you looking forward to beginning your Army service after college?

1. Very much
2. Much
3. Undecided
4. Not too much
5. Not much at all

S. After college, would you join the Army if you did not have any contractual obligations?

1. Definitely not
2. Perhaps not
3. Don't know
4. Perhaps yes
5. Definitely yes

T. How many years do you intend to serve in the Army?

1. None
2. The minimum obligation that accompanies my ROTC contract
3. A year or two beyond my contract
4. Three to five years beyond my contract
5. More than five years beyond my contract
6. Don't know at this time

U. Would you have joined ROTC if it did not offer any financial benefits?

1. Definitely yes
2. Perhaps
3. Don't know
4. Perhaps not
5. Definitely not

V. For each of the following alternatives to participation in Army ROTC, indicate the extent to which you considered the alternatives, using the following codes:

1 I never considered the alternative at all
2 I considered the alternative somewhat
3 I considered the alternative seriously
4 I actively explored the alternative, but preferred Army ROTC
5 I actively explored the alternative, preferred it to Army ROTC, but it was not available to me.

		Never Considered				Explored, not available
V-a.	Non-ROTC scholarship	1	2	3	4	5
V-b.	Navy ROTC	1	2	3	4	5
V-c.	Air Force ROTC	1	2	3	4	5
V-d.	Military academy (e.g., West Point)	1	2	3	4	5
V-e.	Officer Candidate School	1	2	3	4	5
V-f.	Military career other than Army	1	2	3	4	5

Section V: PERSONAL VALUES--The items in this section attempt to find out which things in life you consider important to you.

A. We all hold deep within us certain values that guide our actions and goals. Fourteen of these are given and described below. Your task is to select the three values in the list below that are most important to you and the three values in the list that are least important to you. There are no right or wrong answers Whatever you truly feel is the right answer for you.

A-a. Most important value to you _____

A-b. Second most important value to you _____

A-c. Third most important value to you _____

A-d. Least important value to you _____

A-e. Second least important value to you _____

A-f. Third least important value to you _____

1. Being treated with understanding; receiving encouragement (Support)
2. Doing what is socially correct; following regulations closely (Conformity)
3. Being looked up to and admired; being considered important (Recognition)
4. Being free to make one's own decisions, to do whatever one wants to do in the way one chooses to do it (Independence)
5. Doing things for and sharing things with other people; helping the unfortunate (Benevolence)
6. Being in charge of other people, having authority over others, being in a position of leadership or power (Leadership)
7. Loving and being devoted to one's country, valuing one's country and its cultural values highly (Patriotism)
8. Seeking beauty and harmony, being concerned with grace and symmetry, finding fulfillment in artistic experiences (Aestheticism)
9. Valuing unity and salvation (Religiousness)
10. Being different from other people, being unlike everyone else (Need for Uniqueness)
11. Believing in equality of opportunity, responsibility, and political, economic, and legal rights (Equalitarianism)
12. Believing in the necessity for obedience and respect for authority (Acceptance of Authority)
13. Valuing truth and the pursuit of truth, aiming to order and systematize knowledge (Intellectualism)
14. Doing that which is useful, being interested in practical affairs, judging things by their tangible utility (Pragmaticism)

Section VI: OPINION SURVEY--The items in this section are concerned with your opinion about (1) how an organization should be run; (2) how much influence people have over their own lives; (3) the proper structure of military life.

Following are 29 statements. Indicate the extent to which you agree or disagree with each statement by means of the following codes:

1 I strongly agree with the statement
2 I mildly agree with the statement
3 Undecided
4 I mildly disagree with the statement
5 I strongly disagree with the statement

There are no right or wrong answers. The way you truly feel is the right answer for you.

		Strongly agree				Strongly disagree
A.	In a good organization, a person's future career will be pretty well planned out for him.	1	2	3	4	5
B.	Relationships within an organization should be based on position or level, not on personal considerations.	1	2	3	4	5
C.	In dealing with others, rules and regulations should be followed exactly.	1	2	3	4	5
D.	A person's expressions of feeling about his organization should conform to those of his fellows.	1	2	3	4	5
E.	A person's first real loyalty within the organization should be to his superior.	1	2	3	4	5
F.	Formality, based on rank or position, should be maintained by members of an organization.	1	2	3	4	5
G.	A person should avoid taking any action that might be subject to criticism.	1	2	3	4	5
H.	Length of service in an organization should be given almost as much recognition as level of performance.	1	2	3	4	5
I.	Doing work that you like is not as important as feeling financially secure.	1	2	3	4	5
J.	Most of the time you can change what might happen tomorrow by what you can do today.	1	2	3	4	5

		Strongly agree				Strongly disagree
K.	When bad things are going to happen, they are going to happen, no matter what you try to do to stop them.	1	2	3	4	5
L.	What happens to me is my own doing.	1	2	3	4	5
M.	When I make plans, I am almost certain that I can make them work.	1	2	3	4	5
N.	In my case, getting what I want has little or nothing to do with luck.	1	2	3	4	5
O.	Many times I feel that I have little influence over the things that happen to me.	1	2	3	4	5
P.	With everything so uncertain these days, it almost seems as though anything could happen.	1	2	3	4	5
Q.	Everything changes so quickly these days that I often have trouble deciding which are the right rules to follow.	1	2	3	4	5
R.	The trouble with the world today is that most people don't really believe in anything.	1	2	3	4	5
S.	I often feel awkward and out of place.	1	2	3	4	5
T.	It seems to me that other people find it easier to decide what is right than I do.	1	2	3	4	5
U.	The good feeling that goes with fulfilling one's duty to one's country is reason enough for choosing an Army career.	1	2	3	4	5
V.	It is natural for the human being to look to a leader for guidance.	1	2	3	4	5
W.	Rank should have its privileges.	1	2	3	4	5
X.	A leader must know more than his followers, in order to hold their respect.	1	2	3	4	5
Y.	In general, people in the Army are not expected to work as hard as people in a civilian job.	1	2	3	4	5
Z.	The Army is wrong in placing great emphasis on good appearance.	1	2	3	4	5
AA.	Financial security is more important than having a job you like.	1	2	3	4	5
BB.	Few civilian jobs can match the advantages the Army offers the career officer.	1	2	3	4	5
CC.	A person should conform completely to rules and regulations.	1	2	3	4	5

Section VII: CAREER-RELATED CONCERNS--This final section attempts to find out the scope of your career-related concerns.

For each of the statements below you should rate how much thinking or planning you have done in these areas, using the following codes:

1 I have not yet thought much about it
2 I've thought about it but do not yet know what to do about it
3 I know what to do about it
4 I am now doing what needs to be done
5 I have already done this

A.	Finding out where my talents lie	1	2	3	4	5
B.	Deciding what I really want to do for a living	1	2	3	4	5
C.	Clarifying my ideas about the type of work I would like to do	1	2	3	4	5
D.	Finding an occupation that will allow for the expression of my interests and abilities	1	2	3	4	5
E.	Deciding what kind of training to get for the field that interests me	1	2	3	4	5
F.	Choosing among the best career alternatives I now see	1	2	3	4	5
G.	Choosing a job among the several that interest me, that will provide the most interest and challenge	1	2	3	4	5
H.	Specializing in a part of the field that interests me that really has a future	1	2	3	4	5
I.	Finding opportunities to do the kind of work I like	1	2	3	4	5
J.	Getting started in my chosen field	1	2	3	4	5
K.	Making specific plans to achieve my career goals	1	2	3	4	5
L.	Taking steps that will help me achieve my ambitions	1	2	3	4	5
M.	Establishing myself occupationally	1	2	3	4	5
N.	Settling down in a job	1	2	3	4	5
O.	Making a place for myself in the organization where I work	1	2	3	4	5
P.	Developing special knowledge or skills for my job	1	2	3	4	5
Q.	Becoming an authority in my field	1	2	3	4	5
R.	Making myself indispensable where I work	1	2	3	4	5
S.	Making a reputation in my line of work	1	2	3	4	5
T.	Meeting people who can help me in my work	1	2	3	4	5
U.	Planning how to get ahead in my field of work	1	2	3	4	5
V.	Improving my chances of advancement	1	2	3	4	5
W.	Doing the things that make people want me	1	2	3	4	5
X.	Getting ahead in the organization	1	2	3	4	5

A QUESTIONAIRE FOR
ARMY OFFICERS

C A R E E R
A T T I T U D E
S U R V E Y

AMERICAN INSTITUTES FOR RESEARCH PALTO ALTO, CALIFORNIA

AIR AMERICAN INSTITUTES FOR RESEARCH

P.O. Box 1113 • Palo Alto, California 94302 • (415) 493-3550 • Cable: AIRESEARCH

Dear Army Officer:

You have been randomly selected to be part of a nationwide research project involving 6,000 high school students, college students, and young Army officers.

The research is being conducted by the American Institutes for Research (AIR), a non-profit research organization, for the Army Research Institute for the Behavioral and Social Sciences. Its purpose is to try to understand the processes by which young people make decisions about their careers and their career plans. Specifically, we are interested in the Reserve Officer Training Corps (ROTC) route to becoming a career Army officer. We want to know: Who goes to college? Why? Who joins or doesn't join ROTC? Why? Of those going through ROTC, who decides to make a career of the Army? How can ROTC and the Army be improved to better serve their members? Your responses to this questionnaire will help us find answers to these questions. Hopefully we can then make recommendations to the Army that will lead to the improvement of the quality of life of ROTC cadets and Army officers.

The questionnaire is divided into seven sections. There are no 'right' or 'wrong' answers. The responses are your perceptions, your experiences, and your feelings. All responses to the questionnaire are strictly confidential and will be seen and used solely by AIR research staff. You do not have to identify yourself on the questionnaire. A final report will be published but will include only group findings. In no case will responses from specific individuals be made public.

It should take approximately 45 minutes for you to complete the questionnaire. Please be sure to answer every item. Note that a separate ANSWER SHEET has been provided. PLEASE RECORD ALL YOUR ANSWERS AND COMMENTS ON THE ANSWER SHEET. DO NOT WRITE ANYTHING ON THE QUESTIONNAIRE ITSELF. Finally, mail back BOTH the completed answer sheet and the questionnaire to me in the enclosed addressed, stamped envelope.

Thank you very much for your help and cooperation.

David E. Gross

David E. Gross, Ph.D.
Director of Field Operations

Research data being collected under
Reports Control Symbol CSGPA(OT)-1327

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Section I: BACKGROUND INFORMATION--This section is designed to gather background information of the type usually found in census surveys.

A. Name (optional)

B. Sex

1. Male
2. Female

REMEMBER: DO NOT WRITE ON THIS QUESTIONNAIRE!

-- USE ANSWER SHEET --

C. Age _____

D. Racial/ethnic background

1. White
2. Black/Afro-American/Negro
3. Chicano/Mexican-American/Spanish-American
4. American Indian
5. Oriental
6. Other

E. Where did you spend the majority of your elementary school and high school years?

1. New England (Maine, New Hampshire, Massachusetts, Connecticut, Rhode Island, Vermont)
2. Middle Atlantic (New York, New Jersey, Pennsylvania)
3. East North Central (Ohio, Indiana, Illinois, Michigan, Wisconsin)
4. West North Central (Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas)
5. Mountain (Montana, Idaho, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada)
6. Pacific (Washington, Oregon, California, Alaska, Hawaii)
7. South Atlantic (Delaware, Maryland, District of Columbia, Virginia, West Virginia, South Carolina, North Carolina, Georgia, Florida)
8. East South Central (Kentucky, Tennessee, Alabama, Mississippi)
9. West South Central (Arkansas, Louisiana, Oklahoma, Texas)
10. Didn't grow up in United States
11. Moved around too much to consider myself from any one region

F. Type of community in which you spent the majority of your elementary school and high school years

1. Rural
2. A small city or town (under 50,000)
3. A medium size city (50,000-250,000)
4. A suburb near a large city
5. A large city (over 250,000)

G. Parents' combined annual income (If you are not sure, an approximation will do)

1. Under $5,000 per year
2. $5,000 to $9,999 per year
3. $10,000 to $14,999 per year
4. $15,000 to $19,999 per year
5. $20,000 to $24,999 per year
6. $25,000 to $29,999 per year
7. $30,000 or over per year

H. Father's education

1. 8th grade or less
2. Some high school
3. Graduated high school
4. Some college
5. Graduated college
6. Advanced degree

I. Mother's education

1. 8th grade or less
2. Some high school
3. Graduated high school
4. Some college
5. Graduated college
6. Advanced degree

J. Which of the following best describes your father's main occupation? (If your father is retired, answer with his occupation at the time of his retirement; if he has been unemployed for less than six months, answer with his most recent occupation; if he is deceased, answer with his occupation when still living.)

1. Unskilled worker, requiring little training, e.g., fruit picker, domestic servant
2. Skilled blue-collar worker, requiring training or experience, e.g., coal miner, assembly line worker, print press operator, auto mechanic
3. Clerical or store sales worker
4. Manager, supervisor, or foreman (supervising fewer than 5 employees)
5. Owner of small business or small farm (with fewer than 5 paid employees)
6. Manager, supervisor, or foreman (supervising 5 or more employees)
7. Technical or professional worker, e.g., doctor, computer salesman, stock broker, engineer
8. Owner of large business or large farm (with 5 or more paid employees)
9. Unemployed for more than 6 months
10. Don't know or does not apply

K. Which of the following best describes your mother's main occupation? (If your mother is retired, answer with her occupation at the time of her retirement; if she has been unemployed for less than six months, answer with her most recent occupation; if she is deceased, answer with her occupation when still living.)

1. Unskilled worker, requiring little training, e.g., fruit picker, domestic servant
2. Skilled blue-collar worker, requiring training or experience, e.g., coal miner, assembly line worker, print press operator, auto mechanic
3. Clerical or store sales worker
4. Manager, supervisor, or foreman (supervising fewer than 5 employees)
5. Owner of small business or small farm (with fewer than 5 paid employees)
6. Manager, supervisor, or foreman (supervising 5 or more employees)
7. Technical or professional worker, e.g., doctor, computer salesman, stock broker, engineer
8. Owner of large business or large farm (with 5 or more paid employees)
9. Housewife
10. Unemployed for more than 6 months
11. Don't know or does not apply

L. Religious upbringing

1. Catholic
2. Protestant
3. Jewish
4. Other
5. None

M. Was your father born in the United States?

1. Yes
2. No

N. Was your mother born in the United States?

1. Yes
2. No

O. Information about siblings

O-a. How many brothers do you have? _____

O-b. Of these, how many are older than you? _____

O-c. How many sisters do you have? _____

O-d. Of these, how many are older than you? _____

P. What is your marital status?

1. Single
2. Engaged
3. Married
4. Separated/Divorced
5. Widowed

If you are (or were) married,

P-a. In what year did you marry? _____

P-b. How many children do you have? _____

Q. What is (was) your father's military experience?

1. None
2. An Army officer
3. An Army enlisted man
4. An Air Force officer
5. An Air Force enlisted man
6. A Navy officer
7. A Navy enlisted man
8. Other military officer
9. Other military enlisted man

R. How long was your father in the military?

1. Not at all
2. Less than 5 years
3. 5-10 years
4. 10-15 years
5. Over 15 years

S. Are (or were) any of the following people in Reserve Officer Training Corps (ROTC) or in a military academy? Answer 1 for Yes, 2 for No or Don't Know.

		Yes	No/Don't Know
S-a.	Any brother or sister	1	2
S-b.	Any cousins	1	2
S-c.	Any aunts or uncles	1	2
S-d.	Any grandparents	1	2
S-e.	Any good friends	1	2

T. Are (or were) any of the following people in the military? Answer 1 for Yes, 2 for No or Don't Know

		Yes	No/Don't Know
T-a.	Any brother or sister	1	2
T-b.	Any cousins	1	2
T-c.	Any aunts or uncles	1	2
T-d.	Any grandparents	1	2
T-e.	Any good friends	1	2

U. Were there military families living in the neighborhood(s) in which you grew up?

1. Yes
2. No

V. Do you now have any casual or social contacts with military people?

1. Yes
2. No

W. How many different communities did you live in while you were growing up?

1. 1-2
2. 3-5
3. 6 or more

X. Are your parents divorced or separated?

1. Yes
2. No

Y. How large a role did (do) the following people play in guiding your educational or career plans? Answer with the following codes:

1 A very large role
2 A large role
3 A small role
4 A very small role
5 No role at all

	Very large Role				No role at all
Y-a. Your father	1	2	3	4	5
Y-b. Your mother	1	2	3	4	5
Y-c. Other relatives	1	2	3	4	5
Y-d. Teacher(s)	1	2	3	4	5
Y-e. Counselor(s)	1	2	3	4	5

Z. Please describe your political position as compared to that of most Americans of your age.

1. Very liberal
2. Rather liberal
3. Neither liberal nor conservative
4. Rather conservative
5. Very conservative
6. I strongly believe my position cannot be represented on the above scale
7. I am not interested in politics

AA. In your opinion how do the majority of your friends view the military?

1. Predominantly negative
2. Slightly negative
3. Don't know
4. Slightly positive
5. Predominantly positive

BB. How do you think the majority of your friends would rate an Army Officer career?

1. They would attribute very low status to it
2. They would attribute moderately low status to it
3. Don't know
4. They would attribute moderately high status to it
5. They would attribute very high status to it

CC. How do you think your parents view the military?

1. Predominantly negative
2. Slightly negative
3. Don't know
4. Slightly positive
5. Predominantly positive

DD. How do you think your parents would rate an Army officer career?

1. They would attribute very low status to it
2. They would attribute moderately low status to it
3. Don't know
4. They would attribute moderately high status to it
5. They would attribute very high status to it

Section II: SCHOOL LIFE--The items in this section deal with your interests, abilities, and achievements relative to your former life as a student.

A. What was your approximate grade average in high school?

1. A- to A (90% or above)
2. B- to B+ (80-89%)
3. C- to C+ (70-79%)
4. D- to D+ (60-69%)
5. Lower than D- (lower than 60%)

B. Did your high school have a Junior ROTC program?

1. Yes, it did, and I was a member
2. Yes, it did, but I was not a member
3. No, it did not

C. Did you participate in extra-curricular activities while in high school? (e.g., Junior ROTC, band, sports, Honor Society)

1. Yes, in more than one activity
2. Yes, in one activity
3. No

D. What was your approximate grade average while in college?

1. A- to A (90% or above)
2. B- to B+ (80-89%)
3. C- to C+ (70-79%)
4. D- to D+ (60-69%)

E. Which of the following college extra-curricular activities were you a member of? For each activity write a 1 on your answer sheet if you were a member; write 2 if you were not; write 3 if the activity was not available at the college you attended.

	Member	Not a member	Not available at the college I attended
E-a. Social fraternity or sorority	1	2	3
E-b. ROTC	1	2	3
E-c. A campus religious group	1	2	3
E-d. Service-oriented group or club	1	2	3
E-e. A campus political party	1	2	3
E-f. A professional society	1	2	3
E-g. Student government	1	2	3
E-h. Athletic team	1	2	3

F. How would you rate your own abilities in the following academic areas? Use the following answer codes: (1) Exceptional, (2) Above average, (3) Average, (4) Below average, (5) Poor.

	Exceptional				Poor
F-a. Physical sciences	1	2	3	4	5
F-b. Social sciences	1	2	3	4	5
F-c. Mathematics	1	2	3	4	5
F-d. English	1	2	3	4	5
F-e. Fine arts	1	2	3	4	5
F-f. Physical education	1	2	3	4	5

G. How would you rate your interests in these same areas? Use the following answer codes: (1) Very high, (2) High, (3) Neutral, (4) Low, (5) Very low.

	Very high				Very low
G-a. Physical sciences	1	2	3	4	5
G-b. Social sciences	1	2	3	4	5
G-c. Mathematics	1	2	3	4	5
G-d. English	1	2	3	4	5
G-e. Fine arts	1	2	3	4	5
G-f. Physical education	1	2	3	4	5

H. What is the highest educational level you hope to obtain?

1. High school graduate
2. Some college
3. Associate of Arts or certificate
4. Bachelor (A.B., B.S., or other)
5. Master (M.A., M.S., or other)
6. Ph.D. or Ed.D., M.D., Law, D.D.S., Divinity, or other professional degree

I. What was your college major?

1. A physical science
2. A social science
3. Mathematics
4. English
5. Fine arts
6. Physical education
7. Engineering
8. Agriculture
9. Other
10. None; not applicable

J. When was this choice of major made?

1. Grade school
2. Early high school
3. Late high school
4. Summer before entering college
5. Freshman year in college
6. Sophomore year in college
7. Junior year in college
8. Senior year in college

Section III: JOB PLANS AND ASPIRATIONS--The items in this section deal with your job plans.

A. Which do you feel is of greater importance to you: your job or your family:

1. My job, definitely
2. My job, probably
3. They would be of equal importance
4. My family, probably
5. My family, definitely

B. Which do you feel is of greater importance to you: the nature of the work you are doing, or the quality and reputation of the organization for which you work?

1. Nature of work, definitely
2. Nature of work, probably
3. They would be of equal importance
4. Organization, probably
5. Organization, definitely

C. What salary do you expect to be making 10 years out of college?

1. Under $5,000 per year
2. $5,000 to $9,999 per year
3. $10,000 to $14,999 per year
4. $15,000 to $19,999 per year
5. $20,000 to $24,999 per year
6. $25,000 to $29,999 per year
7. $30,000 or over per year

D. Following is a list of 15 career groups whose members may share similar interests, abilities, training, and aptitudes.

1. Engineering, Physical Science, Mathematics, Architecture
2. Medical and Biological Sciences
3. Business Administration
4. General Teaching and Social Service
5. Humanities, Law, Social and Behavioral Sciences
6. Fine Arts, Performing Arts
7. Technical Jobs
8. Proprietors, Sales
9. Mechanics, Industrial Trades
10. Construction Trades
11. Secretarial-Clerical, Office Workers
12. General Labor, Community and Public Service
13. Military Officer
14. Housewife
15. Other

D-a. Which of the above 15 career clusters are you most likely to end up in? (Answer with the number associated with your chosen career) ____

D-b. Which of the above careers are you next most likely to end up in? ____

D-c. Which of the above careers are you third most likely to end up in? ____

E. The factors in the list below have been uncovered by previous researchers as being some of the possible components of job satisfaction. Please assign two ratings to each factor according to the following rules:

(1) Rate each factor according to its <u>importance to you</u>, personally, by means of the following codes:

1 Extremely important to my job satisfaction
2 Somewhat important
3 Uncertain; neither important nor unimportant
4 Not too important
5 Not important at all

(2) Rate each factor on the <u>amount of satisfaction</u> it provides for you in the Army by means of the following answer codes:

1 Very satisfactory
2 Somewhat satisfactory
3 Neutral
4 Somewhat unsatisfactory
5 Very unsatisfactory

Job Factors		(1) Importance Rating					(2) Army Satisfaction Rating				
		Extremely Important				Not important at all	Very Satisfactory				Very Unsatisfactory
E-a.	Salary	1	2	3	4	5	1	2	3	4	5
E-b.	Amount of prestige associated with the job	1	2	3	4	5	1	2	3	4	5
E-c.	Amount of personal responsibility	1	2	3	4	5	1	2	3	4	5
E-d.	Opportunity to work with interesting people	1	2	3	4	5	1	2	3	4	5
E-e.	Use of previously developed skills in a specialized field	1	2	3	4	5	1	2	3	4	5
E-f.	Opportunity to make a lasting contribution to society	1	2	3	4	5	1	2	3	4	5
E-g.	Geographic desirability of the job location	1	2	3	4	5	1	2	3	4	5
E-h.	Opportunity to obtain additional formal schooling	1	2	3	4	5	1	2	3	4	5
E-i.	Opportunity for a stable home life and involvement in the community	1	2	3	4	5	1	2	3	4	5

(This question continued next page)

(Question E, continued)

		Extremely Important				Not important at all	Very Satisfactory				Very Unsatisfactory
E-j.	Chance to be a leader	1	2	3	4	5	1	2	3	4	5
E-k.	Amount of personal freedom in expression of opinions on and off the job	1	2	3	4	5	1	2	3	4	5
E-l.	Chance for adventure and a variety of duties	1	2	3	4	5	1	2	3	4	5
E-m.	Job security	1	2	3	4	5	1	2	3	4	5
E-n.	Opportunity to help others	1	2	3	4	5	1	2	3	4	5
E-o.	Opportunities for continued self improvement and development	1	2	3	4	5	1	2	3	4	5
E-p.	Quality of supervisor(s)	1	2	3	4	5	1	2	3	4	5
E-q.	Interesting, challenging work	1	2	3	4	5	1	2	3	4	5
E-r.	Feedback about how well one is doing on the job	1	2	3	4	5	1	2	3	4	5
E-s.	Importance of one's work to the organization	1	2	3	4	5	1	2	3	4	5
E-t.	Contentment of spouse and family with job	1	2	3	4	5	1	2	3	4	5
E-u.	Opportunity to advance within the organization	1	2	3	4	5	1	2	3	4	5

Section IV: ROTC AND MILITARY-RELATED QUESTIONS--This section contains items concerning your beliefs, experiences, and intentions with regard to ROTC and the Army.

A. Following are some statements that express various beliefs about ROTC. On your answer sheets please note the extent to which you agree or disagree with each statement by means of the following answer codes:

1 I strongly agree with the statement
2 I mildly agree with the statement
3 Undecided; don't know
4 I mildly disagree with the statement
5 I strongly disagree with the statement

There are no right or wrong answers here. The way you truly feel is the right answer for you.

		Strongly agree				Strongly disagree
A-a.	ROTC helps students develop self-discipline of mind and body.	1	2	3	4	5
A-b.	Cadets have a poor image among some people.	1	2	3	4	5
A-c.	ROTC is excellent training for an Army officer position.	1	2	3	4	5
A-d.	ROTC cadets are easy to get along with.	1	2	3	4	5
A-e.	Military service helps one fulfill a patriotic duty.	1	2	3	4	5
A-f.	Someone close to me (girlfriend/boyfriend, spouse, parent) did not like my being in ROTC.	1	2	3	4	5
A-g.	ROTC provides challenges for the individual.	1	2	3	4	5
A-h.	ROTC instructors are easy to get along with.	1	2	3	4	5
A-i.	Joining ROTC satisfied the desires of my parents and/or other relatives.	1	2	3	4	5
A-j.	Drill is not relevant to being a good officer.	1	2	3	4	5
A-k.	Being a member of ROTC is a great way to earn money while going to college.	1	2	3	4	5
A-l.	Joining ROTC helps one postpone decisions about what to do after college.	1	2	3	4	5
A-m.	ROTC instructors are competent.	1	2	3	4	5
A-n.	ROTC helps one get a better civilian job than one could otherwise obtain.	1	2	3	4	5

(This question continued next page)

(Question A, continued)

		Strongly agree				Strongly disagree
A-o.	ROTC leads to a military commitment that is too long.	1	2	3	4	5
A-p.	ROTC helps students develop an awareness of personal goals and values.	1	2	3	4	5
A-q.	The ROTC curriculum/materials are of good quality.	1	2	3	4	5
A-r.	ROTC requires too much time while in school.	1	2	3	4	5
A-s.	ROTC helps one develop job-related skills and interests.	1	2	3	4	5
A-t.	ROTC provides a means for having a good time before settling down.	1	2	3	4	5
A-u.	ROTC involves too much mickey-mouse and too many irrelevant details.	1	2	3	4	5
A-v.	ROTC helps students gain experience and ability as a leader.	1	2	3	4	5
A-w.	ROTC cadets are competent.	1	2	3	4	5
A-x.	Joining ROTC is a good way to have a job guaranteed upon graduation.	1	2	3	4	5
A-y.	Discipline is overemphasized in ROTC.	1	2	3	4	5
A-z.	ROTC provides an accurate picture of Army life.	1	2	3	4	5

B. Following are some statements that express various beliefs about the Army. On your answer sheets please note the extent to which you agree or disagree with each statement by means of the following codes:

1 I strongly agree with the statement
2 I mildly agree with the statement
3 Undecided; don't know
4 I mildly disagree with the statement
5 I strongly disagree with the statement

Once again, please note that there are no right or wrong answers. The way you truly feel is the right answer for you.

(This question continued next page)

(Question B, continued)

		Strongly agree				Strongly disagree
B-a.	The Army does not give its people enough freedom in their personal lives.	1	2	3	4	5
B-b.	The training one gets in the Army is useful in civilian life.	1	2	3	4	5
B-c.	Discipline is inconsistently applied in the Army.	1	2	3	4	5
B-d.	Living arrangements are better in the Army than in civilian life.	1	2	3	4	5
B-e.	The Army helps give many people a sense of direction.	1	2	3	4	5
B-f.	Army people contribute to their country more than civilians.	1	2	3	4	5
B-g.	I am not interested in military life for myself.	1	2	3	4	5
B-h.	I am impressed by the quality of officers in the Army.	1	2	3	4	5
B-i.	The Army helps its people develop self-discipline of mind and body.	1	2	3	4	5
B-j.	One encounters greater prejudice in the Army than in civilian life.	1	2	3	4	5
B-k.	It is hard to make really good friends in the Army.	1	2	3	4	5
B-l.	The fringe benefits of an Army job are hard to beat in civilian jobs.	1	2	3	4	5
B-m.	Because of constant mobility, it is hard to lead a normal family life in the Army.	1	2	3	4	5
B-n.	The Army officer is held in high respect by the general public.	1	2	3	4	5
B-o.	The opportunity to travel is one of the rewarding aspects of Army life.	1	2	3	4	5
B-p.	Discipline is overemphasized in the Army.	1	2	3	4	5
B-q.	The Army officer is held in high respect by the majority of my friends.	1	2	3	4	5
B-r.	Army officers typically get along well with their supervisors.	1	2	3	4	5
B-s.	It is hard to get satisfactory privacy in the Army.	1	2	3	4	5

(This question continued next page)

(Question B, continued)

		Strongly agree				Strongly disagree
B-t.	One can have a rewarding social life on an Army base.	1	2	3	4	5
B-u.	There is something immoral about being part of the military.	1	2	3	4	5
B-v.	Recreation and entertainment are better in the Army than in civilian life.	1	2	3	4	5
B-w.	It is hard to take orders from supervisors.	1	2	3	4	5
B-x.	In general, people in the Army do more for their country than civilians.	1	2	3	4	5
B-y.	The Army does not give its people enough freedom on the job.	1	2	3	4	5
B-z.	In the Army everyone must be alike.	1	2	3	4	5
B-aa.	The Basic Course was very useful in helping me prepare for my present Army job.	1	2	3	4	5
B-bb.	Army officers' only contact with their subordinates is giving them orders.	1	2	3	4	5
B-cc.	Close friendships are not made easily in the Army.	1	2	3	4	5

C. How likely are you to make a career of the Army?

1. Highly improbable
2. Improbable
3. Possible
4. Probable
5. Highly probable

D. Background training for present Army officer job

1. Army ROTC
2. West Point
3. Officer Candidate School
4. Other

E. Former ROTC cadets: how many years were you in ROTC? _____

F. Did you have an ROTC scholarship?

1. No
2. Yes, a four-year scholarship
3. Yes, a three-year scholarship
4. Yes, a two-year scholarship
5. Yes, a one-year scholarship
6. Not applicable, I was not in ROTC

G. After college would you have joined the Army if you did not have any contractual obligations?

1. Definitely not
2. Perhaps not
3. Don't know
4. Perhaps yes
5. Definitely yes

H. What average grade did you get in your ROTC courses?

1. A- to A (90% or above)
2. B- to B+ (80-89%)
3. C- to C+ (70-79%)
4. D- to D+ (60-69%)
5. Lower than D- (lower than 60%)

I. How satisfied were you with the ROTC program you attended?

1. Very satisfied
2. Somewhat satisfied
3. Undecided
4. Somewhat dissatisfied
5. Very dissatisfied

J. For each of the following alternatives to participation in Army ROTC, indicate the extent to which you considered the alternative, using the following codes:

1 I never considered the alternative at all
2 I considered the alternative somewhat
3 I considered the alternative seriously
4 I actively explored the alternative, but preferred Army ROTC
5 I actively explored the alternative, preferred it to Army ROTC, but it was not available to me

J-a.	Non-ROTC scholarship	1	2	3	4	5
J-b.	Navy ROTC	1	2	3	4	5
J-c.	Air Force ROTC	1	2	3	4	5
J-d.	Military academy (e.g., West Point)	1	2	3	4	5
J-e.	Officer Candidate School	1	2	3	4	5
J-f.	Military career other than Army	1	2	3	4	5

K. How relevant was the ROTC program to your Army job?

1. Very relevant
2. Somewhat relevant
3. Undecided
4. Somewhat irrelevant
5. Very irrelevant

L. Which type of Army service are you in now?

1. Regular Army
2. Active Duty Reserve
3. Active Duty Training

M. Which branch of the Army are you in now?

1. Adjutant General's Corps
2. Air Defense Artillery
3. Armor
4. Chemical Corps
5. Corps of Engineers
6. Field Artillery
7. Finance Corps
8. Infantry
9. Medical Service Corps
10. Military Intelligence
11. Military Police Corps
12. Ordnance
13. Quartermaster Corps
14. Signal Corps
15. Transportation Corps
16. Other

N. Was this branch your first choice?

1. Yes
2. No

O. How many months elapsed between the end of college and the beginning of your Army Basic Course? _____

P. How many months have you been in the Army? ____

Q. How many more months do you have to serve on your present contract? ____

R. If you are not now in the Regular Army, do you intend to apply for transfer to the Regular Army?

1. Yes, definitely
2. Yes, maybe
3. No
4. Not applicable, I am now in the Regular Army

S. Do you intend to make a career of the Army?

1. Yes, definitely
2. Yes, probably
3. Undecided
4. No, probably not
5. No, definitely not

T. Do you intend to continue in the Army after you have served your contractual obligation?

1. Yes, definitely
2. Yes, probably
3. Undecided
4. No, probably not
5. No, definitely not

U. If yes, how many years beyond your contractual obligation do you intend to serve?

1. A year or two
2. Three to five years
3. Six to 10 years
4. Over 10 years

V. How much are you looking forward to extending your Army service?

1. Very much
2. Much
3. Undecided
4. Not too much
5. Not much at all

W. How attached do you presently feel to the Army?

1. Very attached
2. Somewhat attached
3. Don't know
4. Not too attached
5. Not attached at all

X. How attached to the Army did you feel during your first week at Basic Course?

1. Very attached
2. Somewhat attached
3. Don't know
4. Not too attached
5. Not attached at all

Y. Assume you were free of contractual obligations. If a civilian job were offered to you next month at 20% increase over your present Army salary, would you accept the civilian job?

1. Yes, definitely
2. Yes, maybe
3. Undecided
4. Probably not
5. Definitely not

Z. How satisfied are you with your Army job?

1. Very satisfied
2. Somewhat satisfied
3. Uncertain
4. Somewhat dissatisfied
5. Very dissatisfied

AA. How satisfied are you with your performance thus far in the Army?

1. Very satisfied
2. Somewhat satisfied
3. Uncertain
4. Somewhat dissatisfied
5. Very dissatisfied

Section V: PERSONAL VALUES--The items in this section attempt to find out which things in life you consider important to you.

A. We all hold deep within us certain values that guide our actions and goals. Fourteen of these are given and described below. Your task is to select the three values in the list below that are most important to you and the three values in the list that are least important to you. There are no right or wrong answers. Whatever you truly feel is the right answer for you.

A-a. Most important value to you _____

A-b. Second most important value to you _____

A-c. Third most important value to you _____

A-d. Least important value to you _____

A-e. Second least important value to you _____

A-f. Third least important value to you _____

1. Being treated with understanding; receiving encouragement (Support)
2. Doing what is socially correct; following regulations closely (Conformi
3. Being looked up to and admired; being considered important (Recognition)
4. Being free to make one's own decisions, to do whatever one wants to do in the way one chooses to do it (Independence)
5. Doing things for and sharing things with other people; helping the unfortunate (Benevolence)
6. Being in charge of other people, having authority over others, being in a position of leadership or power (Leadership)
7. Loving and being devoted to one's country, valuing one's country and its cultural values highly (Patriotism)
8. Seeking beauty and harmony, being concerned with grace and symmetry, finding fulfillment in artistic experiences (Aestheticism)
9. Valuing unity and salvation (Religiousness)
10. Being different from other people, being unlike everyone else (Need for Uniqueness)
11. Believing in equality of opportunity, responsibility, and political, economic and legal rights (Equalitarianism)
12. Believing in the necessity for obedience and respect for authority (Acceptance of Authority)
13. Valuing truth and the pursuit of truth, aiming to order and systematize knowledge (Intellectualism)
14. Doing that which is useful, being interested in practical affairs, judging things by their tangible utility (Pragmaticism)

Section VI: OPINION SURVEY--The items in this section are concerned with your opinion about (1) how an organization should be run; (2) how much influence people have over their own lives; (3) the proper structure of military life.

Following are 29 statements. Indicate the extent to which you agree or disagree with each statement by means of the following codes:

1 I strongly agree with the statement
2 I mildly agree with the statement
3 Undecided
4 I mildly disagree with the statement
5 I strongly disagree with the statement

There are no right or wrong answers. The way you truly feel is the right answer for you.

		Strongly agree				Strongly disagree
A.	In a good organization, a person's future career will be pretty well planned out for him.	1	2	3	4	5
B.	Relationships within an organization should be based on position or level, not on personal considerations.	1	2	3	4	5
C.	In dealing with others, rules and regulations should be followed exactly.	1	2	3	4	5
D.	A person's expressions of feeling about his organization should conform to those of his fellows.	1	2	3	4	5
E.	A person's first real loyalty within the organization should be to his superior.	1	2	3	4	5
F.	Formality, based on rank or position, should be maintained by members of an organization.	1	2	3	4	5
G.	A person should avoid taking any action that might be subject to criticism.	1	2	3	4	5
H.	Length of service in an organization should be given almost as much recognition as level of performance.	1	2	3	4	5
I.	Doing work that you like is not as important as feeling financially secure.	1	2	3	4	5
J.	Most of the time you can change what might happen tomorrow by what you can do today.	1	2	3	4	5
K.	When bad things are going to happen, they are going to happen, no matter what you try to do to stop them.	1	2	3	4	5
L.	What happens to me is my own doing.	1	2	3	4	5
M.	When I make plans, I am almost certain that I can make them work.	1	2	3	4	5

		Strongly agree				Strongly disagree
N.	In my case, getting what I want has little or nothing to do with luck.	1	2	3	4	5
O.	Many times I feel that I have little influence over the things that happen to me.	1	2	3	4	5
P.	With everything so uncertain these days, it almost seems as though anything could happen.	1	2	3	4	5
Q.	Everything changes so quickly these days that I often have trouble deciding which are the right rules to follow.	1	2	3	4	5
R.	The trouble with the world today is that most people don't really believe in anything.	1	2	3	4	5
S.	I often feel awkward and out of place.	1	2	3	4	5
T.	It seems to me that other people find it easier to decide what is right than I do.	1	2	3	4	5
U.	The good feeling that goes with fulfilling one's duty to one's country is reason enough for choosing an Army career.	1	2	3	4	5
V.	It is natural for the human being to look to a leader for guidance.	1	2	3	4	5
W.	Rank should have its privileges.	1	2	3	4	5
X.	A leader must know more than his followers, in order to hold their respect.	1	2	3	4	5
Y.	In general, people in the Army are not expected to work as hard as people in a civilian job.	1	2	3	4	5
Z.	The Army is wrong in placing great emphasis on good appearance.	1	2	3	4	5
AA.	Financial security is more important than having a job you like.	1	2	3	4	5
BB.	Few civilian jobs can match the advantages the Army offers the career officer.	1	2	3	4	5
CC.	A person should conform completely to rules and regulations.	1	2	3	4	5

Section VII: CAREER-RELATED CONCERNS--This section attempts to find out the scope of your career-related concerns.

For each of the statements below you should rate how much thinking or planning you have done in these areas, using the following codes:

1 I have not yet thought much about it
2 I've thought about it but do not yet know what to do about it
3 I know what to do about it
4 I am now doing what needs to be done
5 I have already done this

A.	Finding out where my talents lie	1	2	3	4	5
B.	Deciding what I really want to do for a living	1	2	3	4	5
C.	Clarifying my ideas about the type of work I would like to do	1	2	3	4	5
D.	Finding an occupation that will allow for the expression of my interests and abilities	1	2	3	4	5
E.	Deciding what kind of training to get for the field that interests me	1	2	3	4	5
F.	Choosing among the best career alternatives I now see	1	2	3	4	5
G.	Choosing a job among the several that interest me, that will provide the most interest and challenge	1	2	3	4	5
H.	Specializing in a part of the field that interests me that really has a future	1	2	3	4	5
I.	Finding opportunities to do the kind of work I like	1	2	3	4	5
J.	Getting started in my chosen field	1	2	3	4	5
K.	Making specific plans to achieve my career goals	1	2	3	4	5
L.	Taking steps that will help me achieve my ambitions	1	2	3	4	5
M.	Establishing myself occupationally	1	2	3	4	5
N.	Settling down in a job	1	2	3	4	5
O.	Making a place for myself in the organization where I work	1	2	3	4	5
P.	Developing special knowledge or skills for my job	1	2	3	4	5
Q.	Becoming an authority in my field	1	2	3	4	5
R.	Making myself indispensable where I work	1	2	3	4	5
S.	Making a reputation in my line of work	1	2	3	4	5
T.	Meeting people who can help me in my work	1	2	3	4	5
U.	Planning how to get ahead in my field of work	1	2	3	4	5
V.	Improving my chances of advancement	1	2	3	4	5
W.	Doing the things that make people want me	1	2	3	4	5
X.	Getting ahead in the organization	1	2	3	4	5

APPENDIX D HIGH SCHOOL STUDENT ANSWER SHEET

Record the number for your answer next to the question. For example, B.__1__ indicates Male for question B in Section I.

SECTION I

A. Name (optional) _____

	J._____	P._____	T-b._____	Y-b._____
B._____	K._____	Q._____	T-c._____	Y-c._____
•C._____	L._____	R._____	T-d._____	Y-d._____
D._____	M._____	S-a._____	T-e._____	Y-e._____
•E._____	N._____	S-b._____	U._____	Z._____
F._____	O-a._____	S-c._____	V._____	AA._____
G._____	O-b._____	S-d._____	•W._____	BB._____
H._____	O-c._____	S-e._____	X._____	CC._____
I._____	O-d._____	T-a._____	Y-a._____	DD._____

SECTION II

A._____	D-b._____	D-f._____	E-d._____
B._____	D-c._____	E-a._____	E-e._____
C._____	D-d._____	E-b._____	E-f._____
D-a._____	D-e._____	E-c._____	F._____

SECTION III

A._____	E-a._____	E-g._____	E-m._____	E-s._____
B._____	E-b._____	E-h._____	E-n._____	E-t._____
C._____	E-c._____	E-i._____	E-o._____	E-u._____
•D-a._____	E-d._____	E-j._____	E-p._____	F._____
•D-b._____	E-e._____	E-k._____	E-q._____	G._____
•D-c._____	E-f._____	E-l._____	E-r._____	

SECTION IV

A-a._____	A-f._____	A-k._____	A-p._____	A-u._____
A-b._____	A-g._____	A-l._____	A-q._____	A-v._____
A-c._____	A-h._____	A-m._____	A-r._____	A-w._____
A-d._____	A-i._____	A-n._____	A-s._____	A-x._____
A-e._____	A-j._____	A-o._____	A-t._____	A-y._____

SECTION IV (Continued)

A-z._____
B-a._____
B-b._____
B-c._____
B-d._____
B-e._____
B-f._____
B-g._____
B-h._____
B-i._____
B-j._____
B-k._____
B-l._____
B-m._____
B-n._____
B-o._____
B-p._____
B-q._____
B-r._____
B-s._____
B-t._____
B-u._____
B-v._____
B-w._____
B-x._____
B-y._____
B-z._____
B-aa._____
B-bb._____
C._____
D._____
E._____

SECTION V

•A-a._____
•A-b._____
•A-c._____
•A-d._____
•A-e._____
•A-f._____

SECTION VI

A._____
B._____
C._____
D._____
E._____
F._____
G._____
H._____
I._____
J._____
K._____
L._____
M._____
N._____
O._____
P._____
Q._____
R._____
S._____
T._____
U._____
V._____
W._____
X._____
Y._____
Z._____
AA._____
BB._____
CC._____

SECTION VII

A._____

If answer to A is 1, 2, or 3 go on to questions B through G.

B._____
C._____
D._____
E-a._____
E-b._____
E-c._____
E-d._____
E-e._____
E-f._____
E-g._____
E-h._____
E-i._____
E-j._____
E-k._____
•F._____
G._____

If answer to A is 4, go on to question H on page 22.

H-a._____
H-b._____
H-c._____
H-d._____
H-e._____
H-f._____
H-g._____
H-h._____
H-i._____

You are done! Thank you for your cooperation.

APPENDIX E COLLEGE STUDENT ANSWER SHEET

Name (optional) _____

Record the number for your answer sheet next to the question. For example, B. 1 indicates Male for question B in Section I.

SECTION I

A._____
B._____
•C._____
D._____
•E._____
F._____
G._____
H._____
I._____
J._____
K._____
L._____
M._____
N._____
O-a._____
O-b._____
O-c._____
O-d._____
P._____
•P-a._____
P-b._____
Q._____
R._____
S-a._____
S-b._____
S-c._____
S-d._____
S-e._____
T-a._____
T-b._____
T-c._____
T-d._____
T-e._____
U._____
V._____
•W._____
X._____
Y-a._____
Y-b._____
Y-c._____
Y-d._____
Y-e._____
Z._____
AA._____
BB._____
CC._____
DD._____
EE._____
FF._____

SECTION II

A._____
B._____
C._____
D._____
E._____
F-a._____
F-b._____
F-c._____
F-d._____
F-e._____
F-f._____
F-g._____
F-h._____
G-a._____
G-b._____
G-c._____
G-d._____
G-e._____
G-f._____
H-a._____
H-b._____
H-c._____
H-d._____
H-e._____
H-f._____
I._____
•J._____
K._____

SECTION III

A._____
B._____
C._____
•D-a._____
•D-b._____
•D-c._____
E-a.__,__
E-b.__,__
E-c.__,__
E-d.__,__
E-e.__,__
E-f.__,__
E-g.__,__
E-h.__,__
E-i.__,__
E-j.__,__
E-k.__,__
E-l.__,__
E-m.__,__
E-n.__,__
E-o.__,__
E-p.__,__
E-q.__,__
E-r.__,__
E-s.__,__
E-t.__,__
E-u.__,__

SECTION IV

A-a._____
A-b._____
A-c._____
A-d._____
A-e._____
A-f._____
A-g._____
A-h._____
A-i._____
A-j._____
A-k._____
A-l._____
A-m._____
A-n._____
B-a._____
B-b._____
B-c._____
B-d._____
B-e._____
B-f._____
B-g._____
B-h._____
B-i._____
B-j._____
B-k._____
B-l._____
B-m._____
B-n._____
B-o._____
B-p._____
B-q._____
B-r._____
B-s._____
B-t._____
B-u._____
B-v._____
B-w._____
B-x._____
B-y._____
B-z._____
C-a._____
C-b._____
C-c._____
C-d._____
C-e._____

SECTION IV (Continued)

C-f._____ C-k._____ C-p._____ C-u._____ C-z._____
C-g._____ C-l._____ C-q._____ C-v._____ C-aa._____
C-h._____ C-m._____ C-r._____ C-w._____ C-bb._____
C-i._____ C-n._____ C-s._____ C-x._____ D._____
C-j._____ C-o._____ C-t._____ C-y._____ E._____

If answer to E is 1, continue on with question F and answer all questions; If answer to E is 2, 3, 4, 5, or 6, skip questions F through V and proceed to Section V on page 22.

F._____ J._____ •P._____ V-a._____
G._____ K._____ Q._____ V-b._____
H._____ L._____ R._____ V-c._____
•I-a._____ M._____ S._____ V-d._____
•I-b._____ N._____ T._____ V-e._____
•I-c._____ O._____ U._____ V-f._____

SECTION V

•A-a._____ •A-c._____ •A-e._____
•A-b._____ •A-d._____ •A-f._____

SECTION VI

A._____ G._____ M._____ S._____ Y._____
B._____ H._____ N._____ T._____ Z._____
C._____ I._____ O._____ U._____ AA._____
D._____ J._____ P._____ V._____ BB._____
E._____ K._____ Q._____ W._____ CC._____
F._____ L._____ R._____ X._____

SECTION VII

A._____ F._____ K._____ P._____ U._____
B._____ G._____ L._____ Q._____ V._____
C._____ H._____ M._____ R._____ W._____
D._____ I._____ N._____ S._____ X._____
E._____ J._____ O._____ T._____

You are done! Thank you for your cooperation.

APPENDIX F ARMY OFFICER ANSWER SHEET

Record the number for your answer next to the question. For example, B.__1__ indicates Male for question B in Section I.

SECTION I

A._____
(Name; optional)

B._____	L._____	Q._____	T-d._____	Y-e._____
•C._____	M._____	R._____	T-e._____	Z._____
D._____	N._____	S-a._____	U._____	AA._____
•E._____	O-a._____	S-b._____	V._____	BB._____
F._____	O-b._____	S-c._____	•W._____	CC._____
G._____	O-c._____	S-d._____	X._____	DD._____
H._____	O-d._____	S-e._____	Y-a._____	
I._____	P._____	T-a._____	Y-b._____	
J._____	•P-a._____	T-b._____	Y-c._____	
K._____	P-b._____	T-c._____	Y-d._____	

SECTION II

A._____	E-c._____	F-a._____	G-a._____	H._____
B._____	E-d._____	F-b._____	G-b._____	•I._____
C._____	E-e._____	F-c._____	G-c._____	J._____
D._____	E-f._____	F-d._____	G-d._____	
E-a._____	E-g._____	F-e._____	G-e._____	
E-b._____	E-h._____	F-f._____	G-f._____	

SECTION III

A._____	E-a.__,__	E-g.__,__	E-m.__,__	E-s.__,__
B._____	E-b.__,__	E-h.__,__	E-n.__,__	E-t.__,__
C._____	E-c.__,__	E-i.__,__	E-o.__,__	E-u.__,__
•D-a._____	E-d.__,__	E-j.__,__	E-p.__,__	
•D-b._____	E-e.__,__	E-k.__,__	E-q.__,__	
•D-c._____	E-f.__,__	E-l.__,__	E-r.__,__	

SECTION IV

A-a._____	A-e._____	A-i._____	A-m._____	A-q._____
A-b._____	A-f._____	A-j._____	A-n._____	A-r._____
A-c._____	A-g._____	A-k._____	A-o._____	A-s._____
A-d._____	A-h._____	A-l._____	A-p._____	A-t._____

SECTION IV (Continued)

A-u._____
A-v._____
A-w._____
A-x._____
A-y._____
A-z._____
B-a._____
B-b._____
B-c._____
B-d._____
B-e._____
B-f._____
B-g._____
B-h._____
B-i._____
B-j._____
B-k._____
B-l._____
B-m._____
B-n._____
B-o._____
B-p._____
B-q._____
B-r._____
B-s._____
B-t._____
B-u._____
B-v._____
B-w._____
B-x._____
B-y._____
B-z._____
B-aa._____
B-bb._____
B-cc._____
C._____
D._____
E._____
F._____
G._____
H._____
I._____
J-a._____
J-b._____
J-c._____
J-d._____
J-e._____
J-f._____
K._____
L._____
•M._____
N._____
•O._____
•P._____
•Q._____
R._____
S._____
T._____
U._____
V._____
W._____
X._____
Y._____
Z._____
AA._____

SECTION V

•A-a._____
•A-b._____
•A-c._____
•A-d._____
•A-e._____
•A-f._____

SECTION IV

A._____
B._____
C._____
D._____
E._____
F._____
G._____
H._____
I._____
J._____
K._____
L._____
M._____
N._____
O._____
P._____
Q._____
R._____
S._____
T._____
U._____
V._____
W._____
X._____
Y._____
Z._____
AA._____
BB._____
CC._____

SECTION VII

A._____
B._____
C._____
D._____
E._____
F._____
G._____
H._____
I._____
J._____
K._____
L._____
M._____
N._____
O._____
P._____
Q._____
R._____
S._____
T._____
U._____
V._____
W._____
X._____

You are done! Thank you for your cooperation

PLEASE RETURN COMPLETED ANSWER SHEET AND QUESTIONNAIRE IN ENCLOSED STAMPED ENVELOP

APPENDIX G CODEBOOK FOR HIGH SCHOOL DATA

Note:

1. All "Variables Names" refer to SPSS labels for the variables.

2. For the "Type of Variable" column: N = nominal variable, O = ordinal variable.

3. "Card Number" and "Column Number Location" refer to the raw data file structure and are not relevant to the SPSS file submitted to the Army Research Institute.

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 1			
	GRPNO		Group Number	N	3	1
	SAMPNO		Sample Number	N	1-2	2
	SUBJNO		Subject Number	N	2901-5360	3-6
	CARDNO		Card Number	N	1-6	7
	SCHBAS		School/Base	N	011-022	8-10
	JRTC		Presence of JROTC Program in School	N	1-2	11
	SCHL		Location of School	N	1-3	12
	SESN		Socio-economic Status (Nominal)	N	1-6	13
	SESO		Socio-economic Status (Ordinal)	O		14-16
			QUESTIONNAIRE SECTION I: BACKGROUND INFORMATION			
B	SEX		Sex	N	1-2	17
C	AGE		Age	O	1-99	18-19
D	RCETH		Racial Background	N	1-6	20
E	MJSCHY		Where Spent Majority of H.S. & Elementary Years	N	1-11	21-22
F	TYPCOM		Type Community Where Grew Up	N	1-5	23
G	PARINC	P	Parents' Combined Income	O	1-7	24
H	FREDC	FE	Father's Education	O	1-6	25
I	MREDC	ME	Mother's Education	O	1-6	26
J	FROCP	FO	Father's Occupation	O	1-9	27
K	MROCP	MO	Mother's Occupation	O	1-9	28
L	RLGUP		Religious Upbringing	N	1-5	29
M	FRBNUS		Father Born in U.S.?	N	1-2	30
N	MRBNUS		Mother Born in U.S.?	N	1-2	31
O-a	NOBR		Number of Brothers	O	1-9	32
O-b	NOLDBR		Number of Older Brothers	O	1-9	33
O-c	NOSR		Number of Sisters	O	1-9	34
O-d	NOLDSR		Number of Older Sisters	O	1-9	35
P	MASTAT		Marital Status	N	1-5	36
Q	FRMILX		Father's Military Experience	N	1-9	40
R	HLFRMX		How Long Was Father's Military Experience	O	1-5	41
S-a	ROTCSB		Any Siblings in ROTC	N	1-2	42
S-b	ROTCCS		Any Cousins in ROTC	N	1-2	43
S-c	ROTCAU		Any Aunts/Uncles in ROTC	N	1-2	44
S-d	ROTCGP		Any Grandparents in ROTC	N	1-2	45
S-e	ROTCFR		Any Friends in ROTC	N	1-2	46
T-a	MILSB		Any Siblings in Military	N	1-2	47
T-b	MILCS		Any Cousins in Military	N	1-2	48
T-c	MILAU		Any Aunts/Uncles in Military	N	1-2	49
T-d	MILGP		Any Grandparents in Military	N	1-2	50
T-e	MILFR		Any Good Friends in Military	N	1-2	51

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 1 (continued)			
U	MILNBH		Any Military Families in Neighborhood Where Grew Up	N	1-2	52
V	MILSOC		Do You Now Have Social Contacts with Military People	N	1-2	53
W	DIFCOM		Number of Different Communities Grew Up In	O	1-3	54-55
X	PARDS		Divorced or Separated Parents	N	1-2	56
Y-a	FRRL		Father's Role in Your Career Plans	O	1-5	57
Y-b	MRRL		Mother's Role in Your Career Plans	O	1-5	58
Y-c	RELRL		Relatives' Role in Your Career Plans	O	1-5	59
Y-d	TCHRL		Teachers' Role in Your Career Plans	O	1-5	60
Y-e	CNSLRL		Counselors' Role in Your Career Plans	O	1-5	61
Z	POLPOS		Your Political Position	O	1-7	62
AA	FRVWMI		How Your Friends View Military	O	1-5	63
BB	FRRTAC		Friends' Rating of Army Officer Career	O	1-5	64
CC	PARTMI		Parents' View of Military	O	1-5	65
DD	PARTAC		How Parents Would Rate Army Officer Career	O	1-5	66
			CARD 2			
			QUESTIONNAIRE SECTION II: SCHOOL LIFE			
A	GPAHS		GPA in High School	O	1-5	17
B	HSJRTC		Does Your High School Have JROTC	N	1-4	18
C	XACTHS		Extracurricular Activities in H.S.	O	1-3	19
D-a	PSABL		Physical Science Abilities	O	1-5	30
D-b	SSABL		Social Science Abilities	O	1-5	31
D-c	MTHABL		Mathematical Abilities	O	1-5	32
D-d	ENGABL		English Abilities	O	1-5	33
D-e	FAABL		Fine Arts Abilities	O	1-5	34
D-f	PEABL		Physical Education Abilities	O	1-5	35
E-a	PSINT		Physical Science Interests	O	1-5	36
E-b	SSINT		Social Science Interests	O	1-5	37
E-c	MTHINT		Mathematical Interests	O	1-5	38
E-d	ENGINT		English Interests	O	1-5	39
E-e	FAINT		Fine Arts Interests	O	1-5	40
E-f	PEINT		Physical Education Interests	O	1-5	41
F	HGHDGR		Highest Degree You Hope to Obtain	O	1-6	42

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 3			
			QUESTIONNAIRE SECTION III: JOB PLANS AND ASPIRATIONS			
A	JBFMY		Will Job or Family Be More Important to You in the Future	O	1-5	17
B	ORGOCP		Will Occupation or Organization be More Important to You in the Future	O	1-5	18
C	FTRSAL		Salary Expected in Future	O	1-7	19
D-a	FFTRCR		First Career You Will Most Likely End up in	N	1-15	20-21
D-b	SFTRCR		Second Career Most Likely	N	1-15	22-23
D-c	TFTRCR		Third Career Most Likely	N	1-15	24-25
E-a	SAL		Salary	O	1-5	26
E-b	PRSTG		Prestige	O	1-5	28
E-c	RSPBL		Responsibility	O	1-5	30
E-d	INTPPL		Interesting People	O	1-5	32
E-e	SKLLS		Utilizing Skills	O	1-5	34
E-f	CTRBSC		Contribution to Society	O	1-5	36
E-g	GEODES		Geographic Desirability	O	1-5	38
E-h	MRSCH		More Schooling	O	1-5	40
E-i	STBLTY		Stability	O	1-5	42
E-j	LDR		Chance to Be a Leader	O	1-5	44
E-k	PRSFRD		Personal Freedom	O	1-5	46
E-l	ADVTR		Adventure	O	1-5	48
E-m	JBSEC		Job Security	O	1-5	50
E-n	HLPOTH		Help Others	O	1-5	52
E-o	IPRVDV		Self Improvement & Development	O	1-5	54
E-p	SPRVS		Quality of Supervisors	O	1-5	56
E-q	INTCHL		Interesting & Challenging	O	1-5	58
E-r	FDBCK		Feedback	O	1-5	60
E-s	IMPWRK		Importance of Work	O	1-5	62
E-t	FMLCTM		Family Contentment	O	1-5	64
E-u	ADVCM		Advancement Opportunity	O	1-5	66
F	KNDWRK		Kind of Work Want to Do After School	O	1-5	68
G	JBPLDV		How Developed Are Your Job Plans	O	1-4	69
			CARD 4			
			QUESTIONNAIRE SECTION IV: ROTC AND MILITARY-RELATED QUESTIONS			
A-a	SLFDSP	AR1	ROTC Helps Students Develop Self-Discipline of Mind & Body	O	1-5	31
A-b	PRIMGE	AR2	Cadets Have a Poor Image	O	1-5	32
A-c	XTRAO	AR3	ROTC Excellent Training for Army Officer Position	O	1-5	33
A-d	CDTESY	AR4	Cadets Easy to Get Along With	O	1-5	34
A-e	PTRCDY	AR5	Military Service Helps Fulfill Patriotic Duty	O	1-5	35

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 4 (continued)			
A-f	SONGTV	AR6	Significant Others Would Not Like My Being in ROTC	0	1-5	36
A-g	CHLNES	AR7	ROTC Provides Challenges	0	1-5	37
A-h	INSESY	AR8	Instructors Easy to Get Along With	0	1-5	38
A-i	SOPSTV	AR9	Joining ROTC Satisfies Significant Others	0	1-5	39
A-j	IRLDRL	AR10	Drill Is Not Relevant	0	1-5	40
A-k	RTCMNY	AR11	ROTC Good Way to Earn Money While in College	0	1-5	41
A-l	RTCPTPN	AR12	ROTC Helps Postpone Decisions	0	1-5	42
A-m	INSCPT	AR13	Instructors Are Competent	0	1-5	43
A-n	CIVJB	AR14	ROTC Helps Get Better Civilian Job	0	1-5	44
A-o	MICMT	AR15	Military Commitment Too Long	0	1-5	45
A-p	AWNS	AR16	ROTC Helps Develop Awareness of Personal Goals & Values	0	1-5	46
A-q	GDCURR	AR17	ROTC Curriculum Materials Are Good	0	1-5	47
A-r	MCHTME	AR18	ROTC Requires Too Much Time	0	1-5	48
A-s	JBSKL	AR19	ROTC Develops Job Skills & Interests	0	1-5	49
A-t	GDTME	AR20	ROTC Way to Have Good Time	0	1-5	50
A-u	MM	AR21	ROTC Involves Too Much Mickey-Mouse & Too Many Irrelevant Details	0	1-5	51
A-v	LDRSHP	AR22	ROTC Helps Develop Leadership	0	1-5	52
A-w	CDTCPT	AR23	Cadets Are Competent	0	1-5	53
A-x	GRTDJB	AR24	ROTC Guarantees Job	0	1-5	54
A-y	DISP	AR25	Discipline is Overemphasized	0	1-5	55
A-z	ACRTPX	AR26	ROTC Provides Accurate Picture of Army Life	0	1-5	56
B-a	PRSFRE	AA1	Not Enough Freedom in Personal Lives	0	1-5	57
B-b	TRNGCV	AA2	Useful Training for Civilian Life	0	1-5	58
B-c	DSPL	AA3	Inconsistent Discipline	0	1-5	59
B-d	LVARNG	AA4	Provides Better Living Arrangements	0	1-5	60
B-e	DRCTN	AA5	Gives Sense of Direction	0	1-5	61
B-f	CNTRBT	AA6	Army People Contribute More to Country Than Civilians	0	1-5	62
B-g	NITRST	AA7	I Am Not Interested in Military Life	0	1-5	63
B-h	OFFQLT	AA8	I Am Impressed With Quality of Officers	0	1-5	64
B-i	SLFDIS	AA9	Helps Develop Self-Discipline	0	1-5	65
B-j	PRJDC	AA10	Greater Prejudice in Army	0	1-5	66
B-k	GDFND	AA11	Hard to Make Good Friends in Army	0	1-5	67
B-l	GDFRNG	AA12	Good Fringe Benefits	0	1-5	68
B-m	MBLTY	AA13	Constant Mobility	0	1-5	69
B-n	RSPCGP	AA14	Army Officer Held in High Respect By General Public	0	1-5	70
B-o	TRVEL	AA15	Travel Rewarding Opportunity	0	1-5	71
B-p	DSPN	AA16	Discipline Is Overemphasized	0	1-5	72
B-q	RSPCFR	AA17	Army Officer Highly Respected By Most of My Friends	0	1-5	73

Questionnaire Item No.	Variable	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No Location
			CARD 4 (continued)			
B-r	SPRVRS	AA18	Army Officers Get Along With Supervisors	O	1-5	74
B-s	PRVCY	AA19	Difficult to Get Privacy in Army	O	1-5	75
B-t	SOCLIF	AA20	Rewarding Social Life in Army	O	1-5	76
			CARD 5			
B-u	IMMRL	AA21	Immoral to Be Part of Military	O	1-5	18
B-v	RECENT	AA22	Recreation & Entertainment Better in Army	O	1-5	19
B-w	ORDRS	AA23	Hard to Take Orders	O	1-5	20
B-x	CNTRY	AA24	Army People Do More For Country Than Civilians	O	1-5	21
B-y	JBFRE	AA25	Army Does Not Give Freedom On Job	O	1-5	22
B-z	ALKE	AA26	In Army Everyone Must Be Alike	O	1-5	23
B-aa	SUBCNT	AA28	Army Officers' Only Contact With Subordinates is Giving Orders	O	1-5	25
B-bb	FRDSHP	AA29	Difficult to Make Close Friendships in Army	O	1-5	26
C	ARMCAR	CC1	How Likely Are You to Make a Career of the Army	O	1-5	27
D	JNRTC	CC2	Will You Join ROTC Next Year	O	1-7	57
E	FWDRTC		Are You Looking Forward to ROTC	O	1-6	58
			QUESTIONNAIRE SECTION V: PERSONAL VALUES			
A-a	MSTIMP		Most Important Value to You	N	1-14	62-63
A-b	SECMST		Second Most Important Value	N	1-14	64-65
A-c	THDMST		Third Most Important Value	N	1-14	66-67
A-d	LSTIMP		Least Important Value to You	N	1-14	68-69
A-e	SECLST		Second Least Important Value	N	1-14	70-71
A-f	THDLST		Third Least Important Value	N	1-14	72-73
			CARD 6			
			QUESTIONNAIRE SECTION VI: OPINION SURVEY			
A	FTRPLN	BT1	In a Good Organization a Person's Future Should Be Well Planned	O	1-5	17
B	RLPSTN	BT2	Relationships In an Organization Should Be Based on Position	O	1-5	18
C	FLWXCT	BT3	Rules & Regulations Should Be Followed Exactly	O	1-5	19

Questionnaire Item No.	Variable	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 6 (continued)			
D	CNFMTY	BT4	Person's Feelings About Organization Should Conform to His Fellows	0	1-5	20
E	LYLTY	BT5	Person's First Loyalty Should Be to His Superior	0	1-5	21
F	FRMLTY	BT6	Formalty Based on Rank/Position Should Be Maintained	0	1-5	22
G	CRTCSM	BT7	Person Should Avoid Taking Action Subject to Criticism	0	1-5	23
H	LNGTH	BT8	Length of Service Should Be Given Recognition	0	1-5	24
I	WRKLKE	MI1	Work You Like As Important As Being Financially Secure	0	1-5	25
J	TDYTMR	FC1	Can Change What May Happen Tomorrow By What You Do Today	0	1-5	26
K	BDTHNG	FC2	When Bad Things Are Going to Happen, You Can't Prevent Them	0	1-5	27
L	OWNDNG	FC3	What Happens to Me Is My Own Doing	0	1-5	28
M	PLNWRK	FC4	When You Make Plans You Are Certain They Can Work	0	1-5	29
N	LTLLCK	FC5	Getting What You Want Has Nothing to do With Luck	0	1-5	30
O	LTLINF	FC6	I Feel I Have Little Influence On Things That Happen To Me	0	1-5	31
P	UNCRTN	AN1	In These Uncertain Times, Most Anything Could Happen	0	1-5	32
Q	RGTRLS	AN2	I Have Trouble Deciding Which Are Right Rules to Follow	0	1-5	33
R	DNTBLY	AN3	The Trouble With World Today Is That Most People Don't Believe in Anything	0	1-5	34
S	AWKWRD	AN4	I Often Feel Awkward and Out of Place	0	1-5	35
T	DCDESR	AN5	Others Decide More Easily Than I Do	0	1-5	36
U	FFLDTY	MI2	Good Feeling Fulfilling One's Duty To One's Country	0	1-5	37
V	NTRLDR	MI3	It is Natural for Humans to Look For a Leader	0	1-5	38
W	RNKPRV	MI4	Rank Should Have Its Privileges	0	1-5	39
X	LDRRSP	MI5	Leader Should Know More Than Followers To Hold Respect	0	1-5	40
Y	HRDWRK	MI6	People in the Army Do Not Work As Hard As Civilians	0	1-5	41
Z	GDAPRN	MI7	Army Wrong in Stressing Good Appearances	0	1-5	42
AA	FNCSEC	MI8	Financial Security More Important Than Having a Job You Like	0	1-5	43
BB	ARMATGS	MI9	Few Jobs Can Match Advantages of Army	0	1-5	44
CC	CNFORM	BT9	Person Should Conform to Rules/Regulations	0	1-5	45

Questionnaire Item No.	Variable	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 6 (continued)			
			QUESTIONNAIRE SECTION VII: COLLEGE-RELATED DECISIONS			
A	CLGNXT		Are You Going to College Next Year	O	1-4	50
B	CLGWHC		Do You Know Which College	N	1-2	51
C	HVERTC		Does The College Have ROTC	N	1-3	52
D	CLGEGR		How Eager Are You To Go To College	O	1-5	53
E-a	PARRLT		Satisfy Parents/Relatives Desires	O	1-4	54
E-b	FRNDS		All Friends Are Going To College	O	1-4	55
E-c	SOCPRS		Social Pressure	O	1-4	56
E-d	SLFIMP		General Self-Improvement	O	1-4	57
E-e	SKABCR		Develop Skills, Credentials, Abilities	O	1-4	58
E-f	PHLSPH		Self-Awareness, Personal Philosophy	O	1-4	59
E-j	FRNDSH		Develop Lasting Friendships	O	1-4	60
E-h	KNWLDG		To Pursue Knowledge and Ideas	O	1-4	61
E-i	PSTPN		To Postpone Important Decisions	O	1-4	62
E-j	PREST		To Enhance Societal Prestige	O	1-4	63
E-k	AWHME		To Get Away From Home	O	1-4	64
F	INTNMJ		What Is Your Intended Major	N	1-11	65-66
G	WHNCHC		When Will You Make Major Choice	O	1-8	67
H-a	FMFNCL		Family Financial Responsibilities	O	1-4	68
H-b	PARREL		Satisfy Parents' and Relatives' Desires	O	1-4	69
H-c	FWFRND		Few of Friends Going to College	O	1-4	70
H-d	TGHACD		College Is Too Tough Academically	O	1-4	71
H-e	WKFRST		Want To Work First	O	1-4	72
H-f	NTSKLS		College Does Not Teach Needed Skills	O	1-4	73
H-g	DNTKNW		Not Really Know Yet What Want To Do With Life	O	1-4	74
H-h	NTMNY		Not Enough Money To Go To College	O	1-4	75
H-L	DRPOUT		Want To "Drop-out"	O	1-4	76
			SCORES ON SCALE VARIABLES			
	CAREERO		Career Commitment Scale Score (Ordinal)	O	2-19	
	CAREERN		Career Commitment Scale Score (Nominal)	N	1-6	
	ATTROTC		Attitudes Towards ROTC Scale Score	O	26-130	
	ATTARMY		Attitudes Towards Army Scale Score	O	28-140	
	FATCON		Fate Control Scale Score	O	6-30	
	BURTEN		Bureaucratic Tendencies Scale Score	O	9-45	
	MILIDE		Military Ideology Scale Score	O	9-45	
	ANOMY		Anomy Scale Score	O	5-25	

APPENDIX H CODEBOOK FOR COLLEGE DATA

Note:

1. All "Variable Names" refer to SPSS labels for the variables.

2. For the "Type of Variable" column: N = nominal variable, O = ordinal variable.

3. "Card Number" and "Column Number Location" refer to the raw data file structure and are not relevant to the SPSS file submitted to the Army Research Institute.

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 1			
	GRPNO		Group Number	N	2	1
	SAMPNO		Sample Number	N	1-2	2
	SUBJNO		Subject Number	N	0001-2786 5601-5734	3-6
	CARDNO		Card Number	N	1-6	7
	SCHBAS		School/Base	N	001-010; 024	8-10
	RNO		ROTC Member or Not	N	1-2	11
	SCH		Year in School	N	1-5	12
	SESN		Socio-economic Status (Nominal)	N	1-6	13
	SESO		Socio-economic Status (Ordinal)	O	1-6	14-16
			QUESTIONNAIRE SECTION I: BACKGROUND INFORMATION			
B	SEX		Sex	N	1-2	17
C	AGE		Age	O	1-99	18-19
D	RCETH		Racial Background	N	1-6	20
E	MJSCHY		Where Spent Majority of H.S. & Elementary Years	N	1-11	21-22
F	TYPCOM		Type Community Where Grew Up	N	1-5	23
G	PARINC	P	Parents' Combined Income	O	1-7	24
H	FREDC	FE	Father's Education	O	1-6	25
I	MREDC	MF	Mother's Education	O	1-6	26
J	FROCP	FO	Father's Occupation	O	1-9	27
K	MROCP	MO	Mother's Occupation	O	1-9	28
L	RLGUP		Religious Upbringing	N	1-5	29
M	FRBNUS		Father Born in U.S.?	N	1-2	30
N	MRBNUS		Mother Born in U.S.?	N	1-2	31
O-a	NOBR		Number of Brothers	O	1-9	32
O-b	NOLDBR		Number of Older Brothers	O	1-9	33
O-c	NOSF		Number of Sisters	O	1-9	34
O-d	NOLDSR		Number of Older Sisters	O	1-9	35
P	MASTAT		Marital Status	N	1-5	36
P-a	YRMAR		Year Married	O		37-38
Q	FRMILX		Father's Military Experience	N	1-9	40
R	HLFRMX		How Long Was Father's Military Experience	O	1-5	41
S-a	ROTCSB		Any Siblings in ROTC	N	1-2	42
S-b	ROTCCS		Any Cousins in ROTC	N	1-2	43
S-c	ROTCAU		Any Aunts/Uncles in ROTC	N	1-2	44
S-d	ROTCGP		Any Grandparents in ROTC	N	1-2	45
S-e	ROTCFR		Any Friends in ROTC	N	1-2	46
T-a	MILSB		Any Siblings in Military	N	1-2	47
T-b	MILCS		Any Cousins in Military	N	1-2	48
T-c	MILAU		Any Aunts/Uncles in Military	N	1-2	49
T-d	MILGP		Any Grandparents in Military	N	1-2	50
T-e	MILFR		Any Good Friends in Military	N	1-2	51

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No Location
			CARD 1 (continued)			
U	MILNBH		Any Military Families in Neighborhood Where Grew Up	N	1-2	52
V	MILSOC		Do You Now Have Social Contacts with Military People	N	1-2	53
W	DIFCOM		Number of Different Communities Grew Up In	O	1-3	54-55
X	PARDS		Divorced or Separated Parents	N	1-2	56
Y-a	FRRL		Father's Role in Your Career Plans	O	1-5	57
Y-b	MRRL		Mother's Role in Your Career Plans	O	1-5	58
Y-c	RELRL		Relatives' Role in Your Career Plans	O	1-5	59
Y-d	TCHRL		Teachers' Role in Your Career Plans	O	1-5	60
Y-e	CNSLRL		Counselors' Role in Your Career Plans	O	1-5	61
Z	POLPOS		Your Political Position	O	1-7	62
AA	FRVWMI		How Your Friends View Military	O	1-5	63
BB	FRRTAC		Friends' Rating of Army Officer Career	O	1-5	64
CC	PARTMI		Parents' View of Military	O	1-5	65
DD	PARTAC		How Parents Would Rate Army Officer Career	O	1-5	66
EE	PRMLX		Prior Military Experience	N	1-2	67
FF	LGTHMLX		Length of Military Experience	O	1-5	68
			CARD 2			
			QUESTIONNAIRE SECTION II: SCHOOL LIFE			
A	GPAHS		GPA in High School	O	1-5	17
B	HSJRTC		Did Your High School Have JROTC	N	1-4	18
C	XACTHS		Extracurricular Activities in H.S.	O	1-3	19
D	GPACLG		Grade Point Average In College	O	1-6	20
E	RTCSLP		Did You Have ROTC Scholarship	N	1-4	21
F-a	XSOC		Membership in Social Fraternity or Sorority	N	1-3	22
F-b	XRTC		ROTC	N	1-3	23
F-c	XREL		Campus Religious Group	N	1-3	24
F-d	XSER		Service-Oriented Group	N	1-3	25
F-e	XPOL		Campus Political Party	N	1-3	26
F-f	XPROF		Professional Society	N	1-3	27
F-g	XSTUGT		Student Government	N	1-3	28
F-h	XATH		Athletic Team	N	1-3	29
G-a	PSABL		Physical Science Abilities	O	1-5	30
G-b	SSABL		Social Science Abilities	O	1-5	31
G-c	MTHABL		Mathematical Abilities	O	1-5	32
G-d	ENGABL		English Abilities	O	1-5	33
G-e	FAABL		Fine Arts Abilities	O	1-5	34
G-f	PEABL		Physical Education Abilities	O	1-5	35
H-a	PSINT		Physical Science Interests	O	1-5	36
H-b	SSINT		Social Science Interests	O	1-5	37

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 2 (continued)			
H-c	MTHINT		Mathematical Interests	O	1-5	38
H-d	ENGINT		English Interests	O	1-5	39
H-e	FAINT		Fine Arts Interests	O	1-5	40
H-f	PEINT		Physical Education Interests	O	1-5	41
I	HGHDGR		Highest Degree You Hope to Obtain	O	1-6	42
J	CLGMJR		College Major	N	1-10	43-44
K	WHNMJR		When Chose Major	O	1-8	45
			CARD 3			
			QUESTIONNAIRE SECTION III: JOB PLANS AND ASPIRATIONS			
A	JBFMY		Will Job or Family Be More Important to You in the Future	O	1-5	17
B	ORGOCP		Will Occupation or Organization be More Important to You in the Future	O	1-5	18
C	FTRSAL		Salary Expected in Future	O	1-7	19
D-a	FFTRCR		First Career You will Most Likely End Up In	N	1-15	20-21
D-b	SFTRCR		Second Career Most Likely	N	1-15	22-23
D-c	TFTRCR		Third Career Most Likely	N	1-15	24-25
E-a	SAL		Salary: Importance	O	1-5	26
	SALS		Salary: Army Satisfaction	O	1-5	27
E-b	PRSTG		Prestige: Importance	O	1-5	28
	PRSTGS		Prestige: Army Satisfaction	O	1-5	29
E-c	RSPBL		Responsibility: Importance	O	1-5	30
	RSPBLS		Responsibility: Army Satisfaction	O	1-5	31
E-d	INTPPL		Interesting People: Importance	O	1-5	32
	INTPPLS		Interesting People: Army Satisfaction	O	1-5	33
E-e	SKLLS		Utilizing Skills: Importance	O	1-5	34
	SKILS		Utilizing Skills: Army Satisfaction	O	1-5	35
E-f	CTRBSC		Contribution to Society: Importance	O	1-5	36
	CTRBSCS		Contribution to Society: Army Satisfaction	O	1-5	37
E-g	GEODES		Geographic Desirability: Importance	O	1-5	38
	GEODESS		Geographic Desirability: Army Satisfaction	O	1-5	39
E-h	MRSCH		More Schooling: Importance	O	1-5	40
	MRSCHS		More Schooling: Army Satisfaction	O	1-5	41
E-i	STBLTY		Stability: Importance	O	1-5	42
	STBLTYS		Stability: Army Satisfaction	O	1-5	43
E-j	LDR		Chance to Be a Leader: Importance	O	1-5	44
	LDRSHPS		Chance to Be a Leader: Army Satisfaction	O	1-5	45
E-k	PRSFRD		Personal Freedom: Importance	O	1-5	46
	PRSFRDS		Personal Freedom: Army Satisfaction	O	1-5	47
E-l	ADVTR		Adventure: Importance	O	1-5	48
	ADVTRS		Adventure: Army Satisfaction	O	1-5	49

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 3 (continued)			
E-m	JBSEC		Job Security: Importance	0	1-5	50
	JBSECS		Job Security: Army Satisfaction	0	1-5	51
E-n	HLPOTH		Help Others: Importance	0	1-5	52
	HLPOTHS		Help Others: Army Satisfaction	0	1-5	53
E-o	IPRVDV		Self Improvement & Development: Importance	0	1-5	54
	IPRVDVS		Self Improvement & Development: Army Satisfaction	0	1-5	55
E-p	SPRVS		Quality of Supervisors: Importance	0	1-5	56
	SPRVSS		Quality of Supervisors: Army Satisfaction	0	1-5	57
E-q	INTCHL		Interesting & Challenging: Importance	0	1-5	58
	INTCHLS		Interesting & Challenging: Army Satisfaction	0	1-5	59
E-r	FDBCK		Feedback: Importance	0	1-5	60
	FDBCKS		Feedback: Army Satisfaction	0	1-5	61
E-s	IMPWRK		Importance of Work: Importance	0	1-5	62
	IMPWRKS		Importance of Work: Army Satisfaction	0	1-5	63
E-t	FMLCTM		Family Contentment: Importance	0	1-5	64
	FMLCTMS		Family Contentment: Army Satisfaction	0	1-5	65
E-u	ADVCM		Advancement Opportunity: Importance	0	1-5	66
	ADVCMS		Advancement Opportunity: Army Satisfaction	0	1-5	67
			CARD 4			
			QUESTIONNAIRE SECTION IV: ROTC AND MILITARY-RELATED QUESTIONS			
A-a	FRYRAD	AI1	Graduation from ROTC Means 4 Year Active Duty Obligation	N	1-2	17
A-b	HNRDMO	AI2	ROTC Pays $100 Mo. to All Freshmen and Sophomores	N	1-2	18
A-c	MFROTC	AI3	ROTC is Available to Males and Females	N	1-2	19
A-d	RTCSHL	AI4	ROTC Scholarships Are Available Each Year	N	1-2	20
A-e	LTTWYR	AI5	One Can Take Last 2 Years ROTC Without The First 2 Years	N	1-2	21
A-f	SMRCMP	AI6	Summer Camp Required Each Year	N	1-2	22
A-g	RSVFF	AI7	Some ROTC Graduates Fulfill Obligation Through Reserves	N	1-2	23
A-h	SVHNRD	RI1	Starting Base Pay $700 Month for Officer	N	1-2	24
A-i	MSTSVR	RI2	All Officers Must Serve 4 Year Active Duty	N	1-2	25
A-j	FFTNHF	RI3	Officers Can Retire AFter 15 Years at 1/2 Pay	N	1-2	26
A-k	PGPDAY	RI4	Post Graduate Schooling Can Be Financed By Army	N	1-2	27

uestionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 4 (continued)			
A-l	YRINFY	RI5	All Officers Must Serve 1 Year Infantry	N	1-2	28
A-m	RSGNOB	RI6	After Obligated Duty Officers May Resign	N	1-2	29
A-n	THRWKS	RI7	Officers Receive 3 Weeks Paid Vacation	N	1-2	30
B-a	SLFDSP	AR1	ROTC Helps Students Develop Self-Discipline of Mind & Body	0	1-5	31
B-b	PRIMGE	AR2	Cadets Have a Poor Image	0	1-5	32
B-c	XTRAO	AR3	ROTC Excellent Training for Army Officer Position	0	1-5	33
B-d	CDTESY	AR4	Cadets Easy to Get Along With	0	1-5	34
B-e	PTRCDY	AR5	Military Service Helps Fulfill Patriotic Duty	0	1-5	35
B-f	SONGTV	AR6	Significant Others Would Not Like My Being in ROTC	0	1-5	36
B-g	CHLNES	AR7	ROTC Provides Challenges	0	1-5	37
B-h	INSESY	AR8	Instructors Easy to Get Along With	0	1-5	38
B-i	SOPSTV	AR9	Joining ROTC Satisfies Significant Others	0	1-5	39
B-j	IRLDRL	AR10	Drill Is Not Relevant	0	1-5	40
B-k	RTCMNY	AR11	ROTC Good Way to Earn Money While in College	0	1-5	41
B-l	RTCPTPN	AR12	ROTC Helps Postpone Decisions	0	1-5	42
B-m	INSCPT	AR13	Instructors Are Competent	0	1-5	43
B-n	CIVJB	AR14	ROTC Helps Get Better Civilian Job	0	1-5	44
B-o	MICMT	AR15	Military Commitment Too Long	0	1-5	45
B-p	AWNS	AR16	ROTC Helps Develop Awareness of Personal Goals & Values	0	1-5	46
B-q	GDCURR	AR17	ROTC Curriculum Materials Are Good	0	1-5	47
B-r	MCHTME	AR18	ROTC Requires Too Much Time	0	1-5	48
B-s	JBSKL	AR19	ROTC Develops Job Skills & Interests	0	1-5	49
B-t	GDTME	AR20	ROTC Way to Have Good Time	0	1-5	50
B-u	MM	AR21	ROTC Involves Too Much Mickey-Mouse & Too Many Irrelevant Details	0	1-5	51
B-v	LDRSHP	AR22	ROTC Helps Develop Leadership	0	1-5	52
B-w	CDTCPT	AR23	Cadets Are Competent	0	1-5	53
B-x	GRTDJB	AR24	ROTC Guarantees Job	0	1-5	54
B-y	DISP	AR25	Discipline is Overemphasized	0	1-5	55
B-z	ACRTPX	AR26	ROTC Provides Accurate Picture of Army Life	0	1-5	56
C-a	PRSFRE	AA1	Not Enough Freedom in Personal Lives	0	1-5	57
C-b	TRNGCV	AA2	Useful Training for Civilian Life	0	1-5	58
C-c	DSPL	AA3	Inconsistent Discipline	0	1-5	59
C-d	LVARNG	AA4	Provides Better Living Arrangements	0	1-5	60
C-e	DRCTN	AA5	Gives Sense of Direction	0	1-5	61
C-f	CNTRBT	AA6	Army People Contribute More to Country Than Civilians	0	1-5	62
C-g	NITRST	AA7	I Am Not Interested in Military Life	0	1-5	63

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column N Locatio
			CARD 4 (continued)			
C-h	OFFQLT	AA8	I Am Impressed With Quality of Officers	O	1-5	64
C-i	SLFDIS	AA9	Helps Develop Self-Discipline	O	1-5	65
C-j	PRJDC	AA10	Greater Prejudice in Army	O	1-5	66
C-k	GDFND	AA11	Hard to Make Good Friends in Army	O	1-5	67
C-l	GDFRNG	AA12	Good Fringe Benefits	O	1-5	68
C-m	MBLTY	AA13	Constant Mobility	O	1-5	69
C-n	RSPCGP	AA14	Army Officer Held in High Respect By General Public	O	1-5	70
C-o	TRVEL	AA15	Travel Rewarding Opportunity	O	1-5	71
C-p	DSPN	AA16	Discipline Is Overemphasized	O	1-5	72
C-q	RSPCFR	AA17	Army Officer Highly Respected By Most of My Friends	O	1-5	73
C-r	SPRVRS	AA18	Army Officers Get Along With Supervisors	O	1-5	74
C-s	PRVCY	AA19	Difficult to Get Privacy in Army	O	1-5	75
C-t	SOCLIF	AA20	Rewarding Social Life in Army	O	1-5	76
			CARD 5			
C-u	IMMRL	AA21	Immoral to Be Part of Military	O	1-5	18
C-v	RECENT	AA22	Recreation & Entertainment Better in Army	O	1-5	19
C-w	ORDRS	AA23	Hard to Take Orders	O	1-5	20
C-x	CNTRY	AA24	Army People Do More For Country Than Civilians	O	1-5	21
C-y	JBFRE	AA25	Army Does Not Give Freedom On Job	O	1-5	22
C-z	ALKE	AA26	In Army Everyone Must Be Alike	O	1-5	23
C-aa	SUBCNT	AA28	Army Officers' Only Contact With Subordinates is Giving Orders	O	1-5	25
C-bb	FRDSHP	AA29	Difficult to Make Close Friendships in Army	O	1-5	26
D	ARMCAR	CC1	How Likely Are You to Make a Career of the Army	O	1-5	27
E	ARMRTC	CC2	Ever Member ROTC	O	1-6	28
F	YRRTC		What Year ROTC Currently	N	1-4	29
G	RTCSLR		Have ROTC Scholarship	O	1-5	30
H	JNRTC		When Decided to Join ROTC	O	1-6	31
I-a	IMPIFL		Most Important Influence in Decision	N	1-14	32-33
I-b	SECIFL		Second Most Important Influence	N	1-14	34-35
I-c	THDIFL		Third Most Important Influence	N	1-14	36-37
J	SATPER		Satisfaction With Performance In ROTC	O	1-5	38
K	GPARTC		GPA In ROTC Courses	O	1-5	39
L	CNTRTC	CC3	Do You Plan To Continue In ROTC	O	1-6	40
M	FWDRTC		How Much Are You Looking Forward To Continuing In ROTC	O	1-6	41
N	RTCSN	CC4	Do You Intend To Remain In ROTC Thru Senior Year	O	1-5	42

uestionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 5 (continued)			
O	ARMSER	CC5	Type of Army Service Planning For	N	1-8	43
P	ARMBR		Army Branch Planning to Join	N	1-16	44-45
Q	AMCARR	CC6	Do You Intend To Make Career of Army	O	1-5	46
R	FORARM		Looking Forward To Army Experience	O	1-5	47
S	JNARM	CC7	Would You Join Army If You Did Not Have Contract	O	1-5	48
T	AMYRS	CC8	How Many Years Do You Intend To Serve In Army Beyond Contract	O	1-6	49
U	NFNCL		Would You Have Joined ROTC If No Financial Benefits	O	1-5	50
V-a	NONRTC		Considered Non-ROTC Scholarship	O	1-5	51
V-b	NRTC		Considered Navy ROTC	O	1-5	52
V-c	AFRTC		Considered Air Force ROTC	O	1-5	53
V-d	MLACDY		Considered Military Academy	O	1-5	54
V-e	OCS		Considered Officer Candidate School	O	1-5	55
V-f	MLCAR		Considered Other Military Career	O	1-5	56
			QUESTIONNAIRE SECTION V: PERSONAL VALUES			
A-a	MSTIMP		Most Important Value to You	N	1-14	62-63
A-b	SECMST		Second Most Important Value	N	1-14	64-65
A-c	THDMST		Third Most Important Value	N	1-14	66-67
A-d	LSTIMP		Least Important Value to You	N	1-14	68-69
A-e	SECLST		Second Least Important Value	N	1-14	70-71
A-f	THDLST		Third Least Important Value	N	1-14	72-73
			CARD 6			
			QUESTIONNAIRE SECTION VI: OPINION SURVEY			
A	FTRPLN	BT1	In a Good Organization a Person's Future Should Be Well Planned	O	1-5	17
B	RLPSTN	BT2	Relationships In an Organization Should Be Based on Position	O	1-5	18
C	FLWXCT	BT3	Rules & Regulations Shou'd Be Followed Exactly	O	1-5	19
D	CNFMTY	BT4	Person's Feelings About Organization Should Conform to His Fellows	O	1-5	20
E	LYLTY	BT5	Person's First Loyalty Should Be to His Superior	O	1-5	21
F	FRMLTY	BT6	Formalty Based on Rank/Position Should Be Maintained	O	1-5	22
G	CRTCSM	BT7	Person Should Avoid Taking Action Subject to Criticism	O	1-5	23
H	LNGTH	BT8	Length of Service Should Be Given Recognition	O	1-5	24

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column Locat
			CARD 6 (continued)			
I	WRKLKE	M11	Work You Like As Important As Being Financially Secure	0	1-5	25
J	TDYTMR	FC1	Can Change What May Happen Tomorrow By What You Do Today	0	1-5	26
K	BDTHNG	FC2	When Bad Things Are Going to Happen, You Can't Prevent Them	0	1-5	27
L	OWNDNG	FC3	What Happens to Me Is My Own Doing	0	1-5	28
M	PLNWRK	FC4	When You Make Plans You Are Certain They Can Work	0	1-5	29
N	LTLLCK	FC5	Getting What You Want Has Nothing to Do With Luck	0	1-5	30
O	LTLINF	FC6	I Feel I have Little Influence On Things That Happen To Me	0	1-5	31
P	UNCRTN	AN1	In These Uncertain Times, Most Anything Could Happen	0	1-5	32
Q	RGTRLS	AN2	I Have Trouble Deciding Which Are Right Rules to Follow	0	1-5	33
R	DNTBLY	AN3	The Trouble With World Today Is That Most People Don't Believe in Anything	0	1-5	34
S	AWKWRD	AN4	I Often Feel Awkward and Out of Place	0	1-5	35
T	DCDESR	AN5	Others Decide More Easily Than I Do	0	1-5	36
U	FFLDTY	M12	Good Feeling Fulfilling One's Duty To One's Country	0	1-5	37
V	NTRLDR	M13	It is Natural for Humans to Look For a Leader	0	1-5	38
W	RNKPRV	M14	Rank Should Have Its Privileges	0	1-5	39
X	LDRRSP	M15	Leader Should Know More Than Followers To Hold Respect	0	1-5	40
Y	HRDWRK	M16	People in the Army Do Not Work As Hard As Civilians	0	1-5	41
Z	GDAPRN	M17	Army Wrong in Stressing Good Appearances	0	1-5	42
AA	FNCSEC	M18	Financial Security More Important Than Having a Job You Like	0	1-5	43
BB	ARMATGS	M19	Few Jobs Can Match Advantages of Army	0	1-5	44
CC	CNFORM	BT9	Person Should Conform to Rules/Regulations	0	1-5	45
			QUESTIONNAIRE SECTION VII: CAREER-RELATED CONCERNS			
A	TLNTS	EX1	Finding Out Where My Talents Lie	0	1-5	50
B	LVNG	EX2	Deciding What To Do For Living	0	1-5	51
C	CLRFCT	EX3	Clarifying My Ideas About Type Work	0	1-5	52
D	OCP	EX4	Finding Occupation That Will Allow For Expression of Interests/Abilities	0	1-5	53
E	TRNG	EX5	Deciding Kind of Training	0	1-5	54
F	BSTALT	EX6	Choosing Among Best Career Alternatives	0	1-5	55
G	JB	EX7	Choosing Job Among Several That Interest Me	0	1-5	56

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 6 (continued)			
H	SPCLZG	EX8	Specializing In Field That Interests Me	0	1-5	57
I	WRKLKE	EX9	Finding Opportunities To Do Kind of Work I Like	0	1-5	58
J	STRFLD	EX10	Getting Started In Chosen Field	0	1-5	59
K	CARGLS	EX11	Making Specific Plans To Achieve Career Goals	0	1-5	60
L	TKGSTP	EX12	Taking Steps To Achieve My Ambitions	0	1-5	61
M	SLFOCP	ES1	Establishing Self Occupationally	0	1-5	62
N	STLGJB	ES2	Settling Down in Job	0	1-5	63
O	MKGPLC	ES3	Making Place for Myself In Organization	0	1-5	64
P	SPCKNL	ES4	Developing Special Knowledge or Skills	0	1-5	65
Q	ATHRTY	ES5	Becoming Authority In My Field	0	1-5	66
R	INDSPS	ES6	Making Myself Indispensable	0	1-5	67
S	RPUTN	ES7	Making Reputation in My Line of Work	0	1-5	68
T	MTGPPL	ES8	Meeting People Who Can Help Me In Work	0	1-5	69
U	PLNAHD	ES9	Planning How To Get Ahead in My Field	0	1-5	70
V	CHNADV	ES10	Improving My Chances for Advancement	0	1-5	71
W	PPLWNT	ES11	Doing Things That Make People Want Me	0	1-5	72
X	AHDORG	ES12	Getting Ahead in Organization	0	1-5	73
			SCORES ON SCALE VARIABLES			
	CAREERO		Career Commitment Scale Score (Ordinal)	0	8-40	
	CAREERN		Career Commitment Scale Score (Nominal)	N	1-8	
	ATTROTC		Attitudes Towards ROTC Scale Score	0	26-130	
	ATTARMY		Attitudes Towards Army Scale Score	0	28-140	
	FATCON		Fate Control Scale Score	0	6-30	
	BURTEN		Bureaucratic Tendencies Scale Score	0	9-45	
	MILIDE		Military Ideology Scale Score	0	9-45	
	ANOMY		Anomy Scale Score	0	5-25	
	ARMINF		Army Information Scale Score	0	7-14	
	ROTINF		ROTC Information Scale Score	0	7-14	
	INFORM		Total ROTC/Army Information Scale Score	0	14-28	
	EXPLORE		Career Development Scale Score: Exploration Stage	0	12-60	
	CRYSTAL		Substages: Crystallization	0	4-20	
	SPECIFY		Specification	0	4-20	
	IMPLMNT		Implementation	0	4-20	
	ESTABLSH		Career Development Scale Score: Establishment Stage	0	12-60	
	STABLE		Substages: Stabilization	0	4-20	
	CONSOLDT		Consolidation	0	4-20	
	ADVANCE		Advancement	0	4-20	
			COLLEGE STRATIFICATION VARIABLES			
	SIZE		Size of College (Small, Medium, Large)	N	1-3	
	OWNER		Ownership of College (Public, Private)	N	1-2	
	ROTCR		ROTC Region of College (I, II, III, IV)	N	1-4	

APPENDIX I CODEBOOK FOR ARMY OFFICER DATA

Note:

1. All "Variable Names" refer to SPSS labels for the variables.

2. For the "Type of Variable" column: N = nominal variable, O = ordinal variable.

3. "Card Number" and "Column Number Location" refer to the raw data file structure and are not relevant to the SPSS file submitted to the Army Research Institute.

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 1			
	GRPNO		Group Number	N	1	1
	SAMPNO		Sample Number	N	1-2	2
	SUBJNO		Subject Number	N	0001-0650	3-6
	CARDNO		Card Number	N	1-6	7
	ARM		Number of Years Committed to Army	0	2-4	11
	TMS		Amount of Time Served in Army	0	1-3	12
	SESN		Socio-economic Status (Nominal)	N	1-6	13
	SESO		Socio-economic Status (Ordinal)	0		14-16
			QUESTIONNAIRE SECTION I: BACKGROUND INFORMATION			
B	SEX		Sex	N	1-2	17
C	AGE		Age	0	1-99	18-19
D	RCETH		Racial Background	N	1-6	20
E	MJSCHY		Where Spent Majority of H.S. & Elementary Years	N	1-11	21-22
F	TYPCOM		Type Community Where Grew Up	N	1-5	23
G	PARINC	P	Parents' Combined Income	0	1-7	24
H	FREDC	FE	Father's Education	0	1-6	25
I	MREDC	ME	Mother's Education	0	1-6	26
J	FROCP	FO	Father's Occupation	0	1-9	27
K	MROCP	MO	Mother's Occupation	0	1-9	28
L	RLGUP		Religious Upbringing	N	1-5	29
M	FRBNUS		Father Born in U.S.?	N	1-2	30
N	MRBNUS		Mother Born in U.S.?	N	1-2	31
O-a	NOBR		Number of Brothers	0	1-9	32
O-b	NOLDBR		Number of Older Brothers	0	1-9	33
O-c	NOSR		Number of Sisters	0	1-9	34
O-d	NOLDSR		Number of Older Sisters	0	1-9	35
P	MASTAT		Marital Status	N	1-5	36
P-a	YRMAR		What year Married	0	1-99	37-38
P-b	NOCHRN		Number of Children	0	1-9	39
Q	FRMILX		Father's Military Experience	N	1-9	40
R	HLFRMX		How Long Was Father's Military Experience	0	1-5	41
S-a	ROTCSB		Any Siblings in ROTC	N	1-2	42
S-b	ROTCCS		Any Cousins in ROTC	N	1-2	43
S-c	ROTCAU		Any Aunts/Uncles in ROTC	N	1-2	44
S-d	ROTCGP		Any Grandparents in ROTC	N	1-2	45
S-e	ROTCFR		Any Friends in ROTC	N	1-2	46
T-a	MILSB		Any Siblings in Military	N	1-2	47
T-b	MILCS		Any Cousins in Military	N	1-2	48
T-c	MILAU		Any Aunts/Uncles in Military	N	1-2	49
T-d	MILGP		Any Grandparents in Military	N	1-2	50
T-e	MILFR		Any Good Friends in Military	N	1-2	51

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No Location
			CARD 1 (continued)			
U	MILNBH		Any Military Families in Neighborhood Where Grew Up	N	1-2	52
V	MILSOC		Do You Now Have Social Contacts with Military People	N	1-2	53
W	DIFCOM		Number of Different Communities Grew Up In	O	1-3	54-55
X	PARDS		Divorced or Separated Parents	N	1-2	56
Y-a	FRRL		Father's Role in Your Career Plans	O	1-5	57
Y-b	MRRL		Mother's Role in Your Career Plans	O	1-5	58
Y-c	RELRL		Relatives' Role in Your Career Plans	O	1-5	59
Y-d	TCHRL		Teachers' Role in Your Career Plans	O	1-5	60
Y-e	CNSLRL		Counselors' Role in Your Career Plans	O	1-5	61
Z	POLPOS		Your Political Position	O	1-7	62
AA	FRVWMI		How Your Friends View Military	O	1-5	63
BB	FRRTAC		Friends' Rating of Army Officer Career	O	1-5	64
CC	PARTMI		Parents' View of Military	O	1-5	65
DD	PARTAC		How Parents Would Rate Army Officer Career	O	1-5	66
			CARD 2			
			QUESTIONNAIRE SECTION II: SCHOOL LIFE			
A	GPAHS		GPA in High School	O	1-5	17
B	HSJRTC		Did Your High School Have JROTC	N	1-4	18
C	XACTHS		Extracurricular Activities in H.S.	O	1-3	19
D	GPACLG		Grade Point Average In College	O	1-4	20
E-a	XSOC		Membership in Social Fraternity or Sorority	N	1-3	22
E-b	XRTC		ROTC	N	1-3	23
E-c	XREL		Campus Religious Group	N	1-3	24
E-d	XSER		Service-Oriented Group	N	1-3	25
E-e	XPOL		Campus Political Party	N	1-3	26
E-f	XPROF		Professional Society	N	1-3	27
E-g	XSTUGT		Student Government	N	1-3	28
E-h	XATH		Athletic Team	N	1-3	29
F-a	PSABL		Physical Science Abilities	O	1-5	30
F-b	SSABL		Social Science Abilities	O	1-5	31
F-c	MTHABL		Mathematical Abilities	O	1-5	32
F-d	ENGABL		English Abilities	O	1-5	33
F-e	FAABL		Fine Arts Abilities	O	1-5	34
F-f	PEABL		Physical Education Abilities	O	1-5	35
G-a	PSINT		Physical Science Interests	O	1-5	36
G-b	SSINT		Social Science Interests	O	1-5	37

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 2 (continued)			
G-c	MTHINT		Mathematical Interests	O	1-5	38
G-d	ENGINT		English Interests	O	1-5	39
G-e	FAINT		Fine Arts Interests	O	1-5	40
G-f	PEINT		Physical Education Interests	O	1-5	41
H	HGHDGR		Highest Degree You Hope to Obtain	O	1-6	42
I	CLGMJR		College Major	N	1-10	43-44
J	WHNMJR		When Chose Major	O	1-8	45
			CARD 3			
			QUESTIONNAIRE SECTION III: JOB PLANS AND ASPIRATIONS			
A	JBFMY		Will Job or Family Be More Important to You in the Future	O	1-5	17
B	ORGOCP		Will Occupation or Organization be More Important to You in the Future	O	1-5	18
C	FTRSAL		Salary Expected in Future	O	1-7	19
D-a	FFTRCT		First Career You Will Most Likely End Up In	N	1-15	20-21
D-b	SFTRCR		Second Career Most Likely	N	1-15	22-23
D-c	TFTRCR		Third Career Most Likely	N	1-15	24-25
E-a	SAL		Salary: Importance	O	1-5	26
	SALS		Salary: Army Satisfaction	O	1-5	27
E-b	PRSTG		Prestige: Importance	O	1-5	28
	PRSTGS		Prestige: Army Satisfaction	O	1-5	29
E-c	RSPBL		Responsibility: Importance	O	1-5	30
	RSPBLS		Responsibility: Army Satisfaction	O	1-5	31
E-d	INTPPL		Interesting People: Importance	O	1-5	32
	INTPPLS		Interesting People: Army Satisfaction	O	1-5	33
E-e	SKLLS		Utilizing Skills: Importance	O	1-5	34
	SKILS		Utilizing Skills: Army Satisfaction	O	1-5	35
E-f	CTRBSC		Contribution to Society: Importance	O	1-5	36
	CTRBSCS		Contribution to Society: Army Satisfaction	O	1-5	37
E-g	GEODES		Geographic Desirability: Importance	O	1-5	38
	GEODESS		Geographic Desirability: Army Satisfaction	O	1-5	39
E-h	MRSCH		More Schooling: Importance	O	1-5	40
	MRSCHS		More Schooling: Army Satisfaction	O	1-5	41
E-i	STBLTY		Stability: Importance	O	1-5	42
	STBLTYS		Stability: Army Satisfaction	O	1-5	43
E-j	LDR		Chance to Be a Leader: Importance	O	1-5	44
	LDRSHPS		Chance to Be a Leader: Army Satisfaction	O	1-5	45
E-k	PRSFRD		Personal Freedom: Importance	O	1-5	46
	PRSFRDS		Personal Freedom: Army Satisfaction	O	1-5	47

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No Location
			CARD 3 (continued)			
E-l	ADVTR		Adventure: Importance	0	1-5	48
	ADVTRS		Adventure: Army Satisfaction	0	1-5	49
E-m	JBSEC		Job Security: Importance	0	1-5	50
	JBSECS		Job Security: Army Satisfaction	0	1-5	51
E-n	HLPOTH		Help Others: Importance	0	1-5	52
	HLPOTHS		Help Others: Army Satisfaction	0	1-5	53
E-o	IPRVDV		Self Improvement & Development Importance	0	1-5	54
	IPRVDVS		Self Improvement & Development: Army Satisfaction	0	1-5	55
E-p	SPRVS		Quality of Supervisors: Importance	0	1-5	56
	SPRVSS		Quality of Supervisors: Army Satisfaction	0	1-5	57
E-q	INTCHL		Interesting & Challenging: Importance	0	1-5	58
	INTCHLS		Interesting & Challenging: Army Satisfaction	0	1-5	59
E-r	FDBCK		Feedback: Importance	0	1-5	60
	FDBCKS		Feedback: Army Satisfaction	0	1-5	61
E-s	IMPWRK		Importance of Work: Importance	0	1-5	62
	IMPWRKS		Importance of Work: Army Satisfaction	0	1-5	63
E-t	FMLCTM		Family Contentment: Importance	0	1-5	64
	FMLCTMS		Family Contentment: Army Satisfaction	0	1-5	65
E-u	ADVCM		Advancement Opportunity: Importance	0	1-5	66
	ADVCMS		Advancement Opportunity: Army Satisfaction	0	1-5	67
			CARD 4			
			QUESTIONNAIRE SECTION IV: ROTC AND MILITARY-RELATED QUESTIONS			
A-a	SLFDSP	AR1	ROTC Helps Students Develop Self-Discipline of Mind & Body	0	1-5	31
A-b	PRIMGE	AR2	Cadets Have a Poor Image	0	1-5	32
A-c	XTRAO	AR3	ROTC Excellent Training for Army Officer Position	0	1-5	33
A-d	CDTESY	AR4	Cadets Easy to Get Along With	0	1-5	34
A-e	PTRCDY	AR5	Military Service Helps Fulfill Patriotic Duty	0	1-5	35
A-f	SONGTV	AR6	Significant Others Would Not Like My Being in ROTC	0	1-5	36
A-g	CHLNES	AR7	ROTC Provides Challenges	0	1-5	37
A-h	INSESY	AR8	Instructors Easy to Get Along With	0	1-5	38
A-i	SOPSTV	AR9	Joining ROTC Satisfies Significant Others	0	1-5	39
A-j	IRLDRL	AR10	Drill Is Not Relevant	0	1-5	40
A-k	RTCMNY	AR11	ROTC Good Way to Earn Money While in College	0	1-5	41

uestionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 4 (continued)			
A-l	RTCPTPN	AR12	ROTC Helps Postpone Decisions	0	1-5	42
A-m	INSCPT	AR13	Instructors Are Competent	0	1-5	43
A-n	CIVJB	AR14	ROTC Helps Get Better Civilian Job	0	1-5	44
A-o	MICMT	AR15	Military Commitment Too Long	0	1-5	45
A-p	AWNS	AR16	ROTC Helps Develop Awareness of Personal Goals & Values	0	1-5	46
A-q	GDCURR	AR17	ROTC Curriculum Materials Are Good	0	1-5	47
A-r	MCHTME	AR18	ROTC Requires Too Much Time	0	1-5	48
A-s	JBSKL	AR19	ROTC Develops Job Skills & Interests	0	1-5	49
A-t	GDTME	AR20	ROTC Way to Have Good Time	0	1-5	50
A-u	MM	AR21	ROTC Involves Too Much Mickey-Mouse & Too Many Irrelevant Details	0	1-5	51
A-v	LDRSHP	AR22	ROTC Helps Develop Leadership	0	1-5	52
A-w	CDTCPT	AR23	Cadets Are Competent	0	1-5	53
A-x	GRTDJB	AR24	ROTC Guarantees Job	0	1-5	54
A-y	DISP	AR25	Discipline is Overemphasized	0	1-5	55
A-z	ACRTPX	AR26	ROTC Provides Accurate Picture of Army Life	0	1-5	56
B-a	PRSFRE	AA1	Not Enough Freedom in Personal Lives	0	1-5	57
B-b	TRNGCV	AA2	Useful Training for Civilian Life	0	1-5	58
B-c	DSPL	AA3	Inconsistent Discipline	0	1-5	59
B-d	LVARNG	AA4	Provides Better Living Arrangements	0	1-5	60
B-e	DRCTN	AA5	Gives Sense of Direction	0	1-5	61
B-f	CNTRBT	AA6	Army People Contribute More to Country Than Civilians	0	1-5	62
B-g	NITRST	AA7	I Am Not Interested in Military Life	0	1-5	63
B-h	OFFOLT	AA8	I Am Impressed With Quality of Officers	0	1-5	64
B-i	SLFDIS	AA9	Helps Develop Self-Discipline	0	1-5	65
B-j	PRJDC	AA10	Greater Prejudice in Army	0	1-5	66
B-k	GDFND	AA11	Hard to Make Good Friends in Army	0	1-5	67
B-l	GDFRNG	AA12	Good Fringe Benefits	0	1-5	68
B-m	MBLTY	AA13	Constant Mobility	0	1-5	69
B-n	RSPCGP	AA14	Army Officer Held in High Respect By General Public	0	1-5	70
B-o	TRVEL	AA15	Travel Rewarding Opportunity	0	1-5	71
B-p	DSPN	AA16	Discipline Is Overemphasized	0	1-5	72
B-q	RSPCFR	AA17	Army Officer Highly Respected By Most of My Friends	0	1-5	73
B-r	SPRVRS	AA18	Army Officers Get Along With Supervisors	0	1-5	74
B-s	PRVCY	AA19	Difficult to Get Privacy in Army	0	1-5	75
B-t	SOCLIF	AA20	Rewarding Social Life in Army	0	1-5	76
			CARD 5			
B-u	IMMRL	AA21	Immoral to Be Part of Military	0	1-5	18
B-v	RECENT	AA22	Recreation & Entertainment Better in Army	0	1-5	19

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column Locati
			CARD 5 (continued)			
B-w	ORDRS	AA23	Hard to Take Orders	O	1-5	20
B-x	CNTRY	AA24	Army People Do More For Country Than Civilians	O	1-5	21
B-y	JBFRE	AA25	Army Does Not Give Freedom On Job	O	1-5	22
B-z	ALKE	AA26	In Army Everyone Must Be Alike	O	1-5	23
B-aa	BASARM	AA27	Basic Course was Useful Preparation for Army Job	O	1-5	24
B-bb	SUBCNT	AA28	Army Officers' Only Contact With Sub-ordinates is Giving Orders	O	1-5	25
B-cc	FRDSHP	AA29	Difficult to Make Close Friendships in Army	O	1-5	26
C	ARMCAR	CC1	How Likely Are You to Make a Career of the Army	O	1-5	27
D	BCKTRNG		Background Training for Present Army Officer Job	N	1-4	28
E	YRROTC		How Many Years in ROTC	O	1-4	29
F	RTCSLR		Have ROTC Scholarship	O	1-6	30
G	JNARM		Would You Join Army If Did Not Have Contract	O	1-5	31
H	GPARTC		GPA In ROTC Courses	O	1-5	32
I	SATRTC		Satisfaction With ROTC Program	O	1-5	33
J-a	NONRTC		Considered Non-ROTC Scholarship	O	1-5	34
J-b	NRTC		Considered Navy ROTC	O	1-5	35
J-c	AFRTC		Considered Air Force ROTC	O	1-5	36
J-d	MLACDY		Considered Military Academy	O	1-5	37
J-e	OCS		Considered Officer Candidate School	O	1-5	38
J-f	MLCAR		Considered Other Military Career	O	1-5	39
K	RLVRTC		How Relevant Was ROTC To Your Army Job	O	1-5	40
L	ARMSER		Type Army Service In	N	1-3	41
M	ARMBR		Army Branch	N	1-16	42-43
N	FSTCHC		Was This Branch Your First Choice	N	1-2	44
O	MOELPS		How Many Months Elapsed Between End of College - Beginning of Service	O	1-99	45-46
P	MOARM		How Many Months In Army	O	1-99	47-48
Q	MOSRV		How Many More Months In Army	O	1-99	49-50
R	REGARM		Intend To Transfer To Regular Army	O	1-4	51
S	AMCAR	CC2	Intend to Make Army Career	O	1-5	52
T	AFTCON	CC3	Continue in Army After Contract	O	1-5	53
U	ARMYRS	CC4	How Many Years After Contract Will Serve	O	1-4	54
V	FWDARM	CC5	Looking Forward to Extending Army Service	O	1-5	55
W	ATTARM	CC6	How Attached You Feel To Army Now	O	1-5	56
X	FRSATT		How Attached to Army During Basic Course	O	1-5	57
Y	CVJB	CC7	Would Accept Civilian Job	O	1-5	58
Z	SATJB		How Satisfied With Your Army Job	O	1-5	59
AA	SATPRF		Satisfaction With Your Army Performance	O	1-5	60

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 5 (continued)			
			QUESTIONNAIRE SECTION V: PERSONAL VALUES			
A-a	MSTIMP		Most Important Value to You	N	1-14	62-63
A-b	SECMST		Second Most Important Value	N	1-14	64-65
A-c	THDMST		Third Most Important Value	N	1-14	66-67
A-d	LSTIMP		Least Important Value to You	N	1-14	68-69
A-e	SECLST		Second Least Important Value	N	1-14	70-71
A-f	THDLST		Third Least Important Value	N	1-14	72-73
			CARD 6			
			QUESTIONNAIRE SECTION VI: OPINION SURVEY			
A	FTRPLN	BT1	In a Good Organization a Person's Future Should Be Well Planned	O	1-5	17
B	RLPSTN	BT2	Relationships In an Organization Should Be Based on Position	O	1-5	18
C	FLWXCT	BT3	Rules & Regulations Should Be Followed Exactly	O	1-5	19
D	CNFMTY	BT4	Person's Feelings About Organization Should Conform to His Fellows	O	1-5	20
E	LYLTY	BT5	Person's First Loyalty Should Be to His Superior	O	1-5	21
F	FRMLTY	BT6	Formalty Based on Rank/Position Should Be Maintained	O	1-5	22
G	CRTCSM	BT7	Person Should Avoid Taking Action Subject to Criticism	O	1-5	23
H	LNGTH	BT8	Length of Service Should Be Given Recognition	O	1-5	24
I	WRKLKE	M11	Work You Like As Important As Being Financially Secure	O	1-5	25
J	TDYTMR	FC1	Can Change What May Happen Tomorrow By What You Do Today	O	1-5	26
K	BDTHNG	FC2	When Bad Things Are Going to Happen, You Can't Prevent Them	O	1-5	27
L	OWNDNG	FC3	What Happens to Me Is My Own Doing	O	1-5	28
M	PLNWRK	FC4	When You Make Plans You Are Certain They Can Work	O	1-5	29
N	LTLLCK	FC5	Getting What You Want Has Nothing to Do With Luck	O	1-5	30
O	LTLINF	FC6	I Feel I have Little Influence On Things That Happen To Me	O	1-5	31
P	UNCRTN	AN1	In These Uncertain Times, Most Anything Could Happen	O	1-5	32
Q	RGTRLS	AN2	I Have Trouble Deciding Which Are Right Rules to Follow	O	1-5	33

Questionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No Location
			CARD 6 (continued)			
R	DNTBLY	AN3	The Trouble With World Today Is That Most People Don't Believe in Anything	0	1-5	34
S	AWKWRD	AN4	I Often Feel Awkward and Out of Place	0	1-5	35
T	DCDESR	AN5	Others Decide More Easily Than I Do	0	1-5	36
U	FFLDTY	M12	Good Feeling Fulfilling One's Duty To One's Country	0	1-5	37
V	NTRLDR	M13	It is Natural for Humans to Look For a Leader	0	1-5	38
W	RNKPRV	M14	Rank Should Have Its Privileges	0	1-5	39
X	LDRRSP	M15	Leader Should Know More Than Followers To Hold Respect	0	1-5	40
Y	HRDWRK	M16	People in the Army Do Not Work As Hard As Civilians	0	1-5	41
Z	GDAPRN	M17	Army Wrong in Stressing Good Appearances	0	1-5	42
AA	FNCSEC	M18	Financial Security More Important Than Having a Job You Like	0	1-5	43
BB	ARMATGS	M19	Few Jobs Can Match Advantages of Army	0	1-5	44
CC	CNFORM	BT9	Person Should Conform to Rules/Regulations	0	1-5	45
			QUESTIONNAIRE SECTION VII: CAREER-RELATED CONCERNS			
A	TLNTS	EX1	Finding Out Where My Talents Lie	0	1-5	50
B	LVNG	EX2	Deciding What To Do For Living	0	1-5	51
C	CLRFCT	EX3	Clarifying My Ideas About Type Work	0	1-5	52
D	OCP	EX4	Finding Occupation That Will Allow For Expression of Interests/Abilities	0	1-5	53
E	TRNG	EX5	Deciding Kind Of Training	0	1-5	54
F	BSTALT	EX6	Choosing Among Best Career Alternatives	0	1-5	55
G	JB	EX7	Choosing Job Among Several That Interest Me	0	1-5	56
H	SPCLZG	EX8	Specializing In Field That Interests Me	0	1-5	57
I	WRKLKE	EX9	Finding Opportunities To Do Kind of Work I Like	0	1-5	58
J	STRFLD	EX10	Getting Started In Chosen Field	0	1-5	59
K	CARGLS	EX11	Making Specific Plans to Achieve Career Goals	0	1-5	60
L	TKGSTP	EX12	Taking Steps To Achieve My Ambitions	0	1-5	61
M	SLFOCP	ES1	Establishing Self Occupationally	0	1-5	62
N	STLGJB	ES2	Settling Down in Job	0	1-5	63
O	MKGPLC	ES3	Making Place for Myself In Organization	0	1-5	64
P	SPCKNL	ES4	Developing Special Knowledge or Skills	0	1-5	65
Q	ATHRTY	ES5	Becoming Authority In My Field	0	1-5	66
R	INDSPS	ES6	Making Myself Indispensable	0	1-5	67
S	RPUTN	ES7	Making Reputation in My Line of Work	0	1-5	68
T	MTGPPL	ES8	Meeting People Who Can Help Me In Work	0	1-5	69
U	PLNAHD	ES9	Planning How To Get Ahead in My Field	0	1-5	70
V	CHNADV	ES10	Improving My Chances for Advancement	0	1-5	71
W	PPLWNT	ES11	Doing Things That Make People Want Me	0	1-5	72
X	AHDORG	ES12	Getting Ahead in Organization	0	1-5	73

uestionnaire Item No.	Variable Name	Recoded Variable (for Scale Items)	Variable Description	Type of Variable	Range	Column No. Location
			CARD 6 (continued)			
			SCORES ON SCALE VARIABLES			
	CAREERO		Career Commitment Scale Score (Ordinal)	O	7-35	
	CAREERN		Career Commitment Scale Score (Nominal)	N	1-5	
	ATTROTC		Attitudes Towards ROTC Scale Score	O	26-130	
	ATTARMY		Attitudes Towards Army Scale Score	O	28-140	
	FATCON		Fate Control Scale Score	O	6-30	
	BURTEN		Bureaucratic Tendencies Scale Score	O	9-45	
	MILIDE		Military Ideology Scale Score	O	9-45	
	ANOMY		Anomy Scale Score	O	5-25	
	EXPLORE		Career Development Scale Score: Exploration Stage	O	12-60	
	CRYSTAL		Substages: Crystallization	O	4-20	
	SPECIFY		Specification	O	4-20	
	IMPLMNT		Implementation	O	4-20	
	ESTABLSH		Career Development Scale Score: Establishment Stage	O	12-60	
	STABLE		Substages: Stabilization	O	4-20	
	CONSOLDT		Consolidation	O	4-20	
	ADVANCE		Advancement	O	4-20	